

City of South Bend, Indiana
2016 Salary Ordinances

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Approved by the Common Council on October 12, 2015

#60-15
NON-BARGAINING

ORDINANCE NO. 10384-15

AN ORDINANCE FIXING MAXIMUM SALARIES AND WAGES OF APPOINTED OFFICERS AND NON-BARGAINING EMPLOYEES OF THE CITY OF SOUTH BEND, INDIANA, FOR THE CALENDAR YEAR 2016

STATEMENT OF PURPOSE AND INTENT

This Ordinance sets forth the maximum amounts to be paid to non-bargaining personnel employed by the City of South Bend for the calendar year 2016. Salaries will be paid pursuant to the budget approved by the Common Council. The budgeted number to be paid may be less than the maximum amounts set forth herein.

This Ordinance establishes such compensation for all non-bargaining employees by specific position and title.

The overall guidelines used in this Ordinance are consistent with the overall negotiating criteria used for all City employees. This Ordinance is in the best interest of the City and the affected non-bargaining employees.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF SOUTH BEND, INDIANA, as follows:

Section I. Maximum Compensation

The maximum amounts to be paid as compensation for non-bargaining employees for the City of South Bend, Indiana are hereby established as set forth in the attachment, which is incorporated herein by reference. The amounts set forth are consistent with the recommended procedure of the State Board of Accounts dated March, 1993. Accordingly, salaries are set and paid on a Bi-Weekly basis. Amounts by alphabetical position are set forth, as well as the annual salary for each position.

Section II. Holidays, Vacations and Other Monetary and Fringe Benefits Incorporated by Reference

- (a) **Holidays.** Holidays designated by the Board of Public Works shall govern non-bargaining employees for the calendar year 2016. The provisions of the City's Personnel Policies and Procedures Manual as it may be amended from time to time shall apply and are incorporated herein by reference.
- (b) **Vacations.** Vacation for non-bargaining employees shall be as set forth in the City's Personnel Policies and Procedures Manual as it may be amended from time to time, incorporated herein by reference.
- (c) **Family Leave.** The Family and Medical Leave Act Policy is, hereby, incorporated herein by reference in its entirety.
- (d) **Insurance.**
 - (1) **Comprehensive Major Medical Insurance Program.** The City shall maintain a comprehensive major medical insurance program in which, subject to Section III herein, non-bargaining employees regularly scheduled to work 30 hours or more per week may participate under the rules and guidelines of the plan document. All employees receive a copy of a plan document each year.
 - (2) **Short and Long Term Disability.** Short and Long Term Disability shall be as set

forth in the City's Personnel Policies and Procedures Manual, as it may be amended from time to time, which is incorporated herein by reference.

- (3) **Payment for Election to Leave Employer's Comprehensive Major Medical Insurance Program.** The City shall pay one hundred and thirty (\$130) per month (\$65 bi-weekly) to any Employee who elects to leave the City's comprehensive major medical insurance program to be covered by another program for which the City makes no contribution. This election shall not be mandatory, and the Employee who made such election may return to the City's comprehensive major medical Insurance Program, provided that the conditions are a Qualifying Life Event or Open Enrollment of the City's Comprehensive Major Medical Insurance Program, and the contributions specified herein are made, but in such event said Employee shall forfeit the one hundred and thirty dollar (\$130) payment per month thereafter.
 - (4) **Life Insurance.** The City shall provide term life insurance coverage in an amount 1x annual salary rounded up to the nearest \$1,000 for each benefit eligible employee except for Police and Fire which are set forth in the collective bargaining agreement. Such insurance shall become effective upon the award of a group life insurance bid by the Board of Public Works, or upon the beginning of the plan year, whichever is later.
 - (5) **Benefit Waiting Period.** The City notes that life insurance and comprehensive major Medical Insurance programs require a minimum eligibility period of thirty (30) days; and that the long-term disability program requires a minimum ninety (90) day eligibility period which must be met.
- (e) **Hiring Bonus.** The Mayor, may, at his/her discretion, offer a Hiring Bonus to a new employee as an incentive for the employee to accept the position offered. This Bonus will be paid to the employee in addition to the salary set forth in the Salary Ordinance. The range of these monetary bonuses will be from one hundred (\$100) to four thousand dollars (\$4,000).
- (f) **Allowances.**
- (1) **Auto Allowances.** At the Mayor's discretion an auto allowance may be offered to city employees in lieu of a City issued car. The allowance may range from one (\$1) to five hundred dollars (\$500) dollars per month.
 - (2) **Cell Phone Allowance.** At the Mayor's discretion an allowance for the *business* portion of an employee's cell phone may be provided to those employees whose position and job responsibilities require the ability to communicate outside of city premises or after normal city working hours. The allowance shall not exceed one-hundred dollars (\$100) per month.
- (g) **Early Retirement Incentives.** The Mayor shall have discretion to offer an early retirement incentive program that may take the form of a bonus upon retirement for years of service or assistance with health insurance for a retiree who is not Medicare eligible. Such assistance shall not exceed one (1) year. Any such bonus or assistance must be approved by the Mayor and Controller and is subject to appropriation by the Common Council before any such bonus or assistance may be paid.
- I.C. 5-10.2-3-1.2 permits employers to purchase one year for every five years of service for employees in PERF covered positions under certain conditions. The Mayor shall have discretion to offer such early retirement incentive program, pursuant to statute, after consultation with the Controller and after appropriation by the Common Council.
- (h) **Other Monetary Fringe Benefits.** All other fringe benefits shall be as set forth in the City's

Personnel Policies and Procedures Manual as it may be amended from time to time.

Section III. **Employee Definitions**

- (a) **Full-Time Employee.** Full-time employees are those employees who are regularly scheduled to work forty (40) hours per week, or a reduced full-time schedule of thirty (30) hours or more per week as approved by the Mayor on a voluntary basis. Such employees are eligible for the Employer's Benefits Package subject to the terms, conditions and limitations of each benefit program. However, solely for purposes of qualification for health care benefits under the federal Patient Protection and Affordable Care Act (the Act) as amended, the definition of full time employee shall be the equivalent of that which is provided in the Act, and this Section shall not be construed to be in conflict with the Act.

- (b) **Part-Time Employee.** Part-time employees are those employees who are not assigned to a full-time status as defined by the City including those who qualify for health care benefits under the Act, but who do not meet the City's definition of full-time employee under subpart (a) of this Section, and who are scheduled to work less than the City of South Bend's full-time schedule, not to exceed one thousand five hundred and eight (1,508) hours per year. While they do receive certain mandated benefits (such as worker's compensation, social security benefits, and for some, health care under the Act), they are not eligible for other City benefit programs with the exception of the positions listed below:

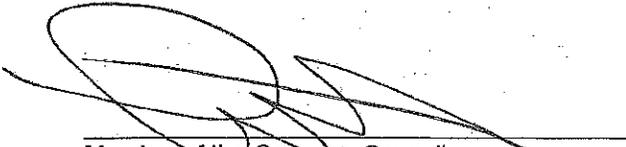
All Attorneys employed in the City's Legal Department in part-time positions as well as all elected Council members, are eligible for participation in all of the Employer's Benefit Programs.

Section IV. **Policies and Procedures Manual Availability**

Two (2) copies of the City's Personnel Policies and Procedure Manual and/or Employee Handbook shall be kept on file and made available for public inspection during regular hours in the office of the City Clerk on the 4th Floor of the County-City Building, South Bend, Indiana.

Section v. **Effective Date**

This Ordinance shall be in full force and effect from and after its passage by the Common Council and approved by the Mayor.



Member of the Common Council

Attest:

[Signature]
City Clerk

Presented by me to the Mayor of the City of South Bend, Indiana on the 13th day of October, 2015, at 2:50 o'clock P. M.

[Signature]
Deputy City Clerk

Approved and signed by me on the 13th day of October, 2015, at 4:30 o'clock P. M.

[Signature]
Mayor, City of South Bend, Indiana

1st READING 9-28-15
PUBLIC HEARING 10-12-15 as substituted
3rd READING 10-12-15 as substituted
NOT APPROVED
REFERRED
PASSED 10-12-15 as substituted

Filed In Clerk's Office
SEP 22 2015
JOHN VOORHEES
CITY CLERK, SOUTH BEND, IN

City of South Bend, Indiana
 2016 Nonbargaining Salary Ordinance Schedule
 Maximum Salaries

Job Title	Status	note	26 pay dates							
			2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2016 % Increase	
Full-Time Positions										
311 Customer Service Liaison	Full Time	11		new	40,500	41,310	42,136	42,979	2.00%	
311 Customer Service Liaison II	Full Time	77				new	43,788	44,664	2.00%	
Academic Coordinator-CB Center	Full Time	46	31,337	31,980	32,620	title change			0.00%	
Academic Coordinator-MLK Center	Full Time	46	35,623	36,348	37,075	title change			0.00%	
Accounting Assistant	Full Time		37,976	38,740	39,515	40,305	41,111	41,933	2.00%	
Accounting Clerk IV	Full Time		29,574	30,186	30,790	31,406	32,034	32,674	2.00%	
Accounts Payable Administrator	Full Time	58	31,111	31,746	32,381	33,029	33,689	34,363	2.00%	
Administrative Assistant I	Full Time	43	35,259	35,984	36,704	37,438	38,187	38,960	2.00%	
Administrative Assistant I - DCI (Adm & Finance Team)	Full Time	5, 63		new	27,487	eliminated			0.00%	
Administrative Assistant II	Full Time	67	36,313	37,050	37,791	38,547	39,318	40,104	2.00%	
Administrative Assistant II - DCI (Adm & Finance Team)	Full Time	5, 63		new	30,869	eliminated			0.00%	
Administrative Assistant III - DCI (Adm & Finance Team)	Full Time	5		new	36,704	37,438	38,187	38,951	2.00%	
Administrative Assistant III - DCI (Neigh. Engagement Team)	Full Time	5, 28		new	36,704	37,438	38,187	38,951	2.00%	
Analyst I - DCI (Building Development Team)	Full Time	101				new		42,458	100.00%	
Analyst I - DCI (Neighborhood Engagement Team)	Full Time	5		new	40,019	40,819	41,636	42,468	2.00%	
Analyst II - DCI (Economic Resources Team)	Full Time	5		new	45,390	46,298	47,224	48,168	2.00%	
Analyst II - DCI (Neighborhood Engagement Team)	Full Time	5		new	45,390	46,298	47,224	48,168	2.00%	
Animal Control Assistant	Full Time		30,620	31,252	31,877	32,515	33,165	33,828	2.00%	
Animal Control Officer	Full Time		30,845	31,486	32,116	32,758	33,413	34,081	2.00%	
Animal Control Officer Senior	Full Time	31	34,084	34,788	35,484	title change			0.00%	
Assistant City Attorney	Full Time		67,143	68,510	69,880	71,278	72,704	74,158	2.00%	
Assistant City Attorney/Claims Adjuster	Full Time	65				new	72,704	74,158	2.00%	
Assistant City Engineer	Full Time	3	68,563	73,060	74,521	76,011	77,531	79,082	2.00%	
Assistant Director of Administration & Marketing	Full Time	36, 63	45,276	46,202	47,126	title change			0.00%	
Assistant Director of Administrative Services	Full Time	41	49,149	50,154	51,157	title change			0.00%	
Assistant Director of Booking & Event Operation	Full Time	36, 63	42,864	43,732	44,607	title change			0.00%	
Assistant Director of Communication Center	Full Time	21	44,185	45,084	50,000	51,000	52,020	53,060	2.00%	
Assistant Director of Community and Economic Development	Full Time	5, 63	55,624	56,758	title change				0.00%	
Assistant Director of Distribution	Full Time		45,651	46,566	47,497	48,447	49,416	50,405	2.00%	
Assistant Director of Human Resources	Full Time	63	50,366	51,376	52,404	53,452	54,521	55,611	2.00%	
Assistant Director of MPAC Financial Reporting	Full Time	36, 63	43,936	44,824	45,720	46,635	47,568	48,519	2.00%	
Assistant Director of Recreation	Full Time	29	50,219	51,246	52,271	55,000	56,100	57,222	2.00%	
Assistant Director of Treatment	Full Time		45,393	46,306	47,232	48,177	49,140	50,123	2.00%	
Assistant Director of Utilities	Full Time	75, 107				new	75,000	81,500	7.24%	
Assistant Executive Director - DCI (Business Development Team)	Full Time	5, 100		new	81,600	83,232	84,897	94,000	10.72%	
Assistant To The Mayor	Full Time	4, 63	64,136	title change					0.00%	
Assistant Zoning Administrator	Full Time	29, 66, 72	51,293	52,338	53,385	57,122	eliminated		0.00%	
Associate I - DCI - (Adm & Finance Team)	Full Time	5		new	50,786	51,802	52,838	53,895	2.00%	
Associate I - DCI - (Business Development Team)	Full Time	5		new	50,786	51,802	52,838	53,895	2.00%	
Associate I - DCI - (Economic Resources Team)	Full Time	5		new	50,786	51,802	52,838	53,895	2.00%	
Associate I - DCI - (Neighborhood Engagement Team)	Full Time	5		new	50,786	51,802	52,838	53,895	2.00%	
Associate I - DCI - (Planning Team)	Full Time	5		new	50,786	51,802	52,838	53,895	2.00%	
Associate II - DCI - (Adm & Finance Team)	Full Time	101				new		58,228	100.00%	
Associate II - DCI - (Economic Resources Team)	Full Time	5		new	54,870	55,967	57,087	58,228	2.00%	
Associate II - DCI - (Neighborhood Engagement Team)	Full Time	5		new	54,870	55,967	57,087	58,228	2.00%	
Associate II - DCI - (Planning)	Full Time	5		new	55,967	57,086	58,228	59,381	2.00%	
Associate III - DCI - (Business Development Team)	Full Time	5		new	59,537	60,728	61,942	63,181	2.00%	
Associate III - DCI - (Economic Resources)	Full Time	5		new	60,728	61,943	63,181	64,431	2.00%	
Associate III - DCI - (Neighborhood Engagement Team)	Full Time	5		new	59,537	60,728	61,942	63,181	2.00%	
Budget Analyst - Senior	Full Time	80				new	60,000	61,200	2.00%	
Building and Code Inspector	Full Time	42			new	47,000	47,940	48,899	2.00%	
Building Commissioner	Full Time	29, 66	76,279	77,818	79,374	84,930	86,629	88,361	2.00%	
Building Inspector	Full Time	97	42,345	43,212	44,076	44,958	45,857	46,774	2.00%	
Business Analyst	Full Time	44			new	49,000	49,980	50,980	2.00%	
Business License Administrator	Full Time	28		new	31,070	31,691	title change		0.00%	
CAD Specialist - Senior	Full Time	34	43,015	43,888	44,766	eliminated			0.00%	

City of South Bend, Indiana
 2016 Nonbargaining Salary Ordinance Schedule
 Maximum Salaries

Job Title	Status	note	26 pay dates							
			2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2016 % Increase	
CED Specialist II	Full Time	5, 63	36,305	37,050	title change					0.00%
CED Specialist Senior	Full Time	5, 63	52,736	53,794	title change					0.00%
CED Specialist VI	Full Time	5, 63	48,793	49,790	title change					0.00%
Chemist	Full Time		43,975	44,876	45,774	46,689	47,623	48,575		2.00%
Chemist Lead	Full Time		new	47,736	48,691	49,665	50,658	51,671		2.00%
Chemist/Safety Officer	Full Time	112	44,021	44,902	45,800	46,716	47,650	title change		-100.00%
Chief Building Inspector	Full Time	29			new	55,000	56,100	57,222		2.00%
Chief Code Inspector	Full Time	29,66, 103	44,423	45,318	46,224	49,460	50,449	eliminated		-100.00%
Chief Deputy City Clerk	Full Time		44,996	45,916	46,834	47,771	48,726	49,701		2.00%
Chief Innovation Officer	Full Time	65			new	98,318	100,284	100,284		2.00%
Chief of Staff to the Mayor	Full Time	3, 4, 29,66	new	65,442	66,751	71,424	72,852	74,310		2.00%
Chief Technology Officer	Full Time	71			new	98,318	100,284	100,284		2.00%
City Clerk Secretary	Full Time		29,658	30,264	30,869	31,487	32,116	32,759		2.00%
City Controller	Full Time	3, 26	84,228	94,500	96,390	96,390	98,318	100,284		2.00%
City Engineer	Full Time	3, 26	74,909	94,500	96,390	96,390	98,318	100,284		2.00%
Clerk Terminal Operator	Full Time		25,984	26,520	27,050	27,591	28,143	28,706		2.00%
Club Pro Municipal Golf Course	Full Time		44,580	45,474	46,383	47,311	48,257	49,223		2.00%
Code Inspector	Full Time	103	36,285	37,024	37,764	38,520	39,290	40,076		2.00%
Code Inspector - Senior	Full Time	103					new	42,583		100.00%
Collection Specialist	Full Time	35	31,367	32,006	32,646	title change				0.00%
Commercial Combination Inspector	Full Time	96					new	49,113		100.00%
Communication Specialist I	Full Time	21	29,131	30,888	33,500	34,170	34,853	35,550		2.00%
Communication Specialist II	Full Time	21	32,676	34,528	41,500	42,330	43,177	44,040		2.00%
Communication Specialist III	Full Time	21	32,836	35,022	43,000	43,860	44,737	45,632		2.00%
Corporation Counsel	Full Time	3, 22, 26	new	94,500	96,390	96,390	98,318	100,284		2.00%
Court Liaison	Full Time		30,996	31,616	32,248	32,893	33,551	34,222		2.00%
Crime Analyst	Full Time		33,936	34,632	35,325	36,031	36,752	37,487		2.00%
Crime Lab Firearms Examiner	Full Time		51,714	52,754	53,809	54,885	55,983	57,103		2.00%
Custodian	Full Time		22,152	22,620	23,072	23,533	24,004	24,484		2.00%
Customer Service Coordinator	Full Time	8	37,789	38,558	39,329	40,116	40,918	41,736		2.00%
Data Analyst	Full Time	65				new	50,000	51,000		2.00%
Data Entry/Alarms Coordinator	Full Time		28,234	28,808	29,384	29,972	30,571	31,183		2.00%
Data Entry Records Coordinator	Full Time	92	31,894	32,552	33,203	33,867	34,544	title change		-100.00%
Data Entry Specialist II	Full Time		27,707	28,262	28,827	29,404	29,992	30,592		2.00%
Departmental System Specialist	Full Time		42,351	43,212	44,076	44,958	45,857	46,774		2.00%
Deputy Chief of Staff to the Mayor	Full Time	3, 4, 29,66	new	62,170	63,413	67,852	69,209	70,583		2.00%
Deputy City Clerk	Full Time	69	38,543	39,338	40,125	40,927	43,246	44,111		2.00%
Deputy City Controller	Full Time	29,66	new	72,000	73,440	78,581	80,153	81,756		2.00%
Deputy Director of Public Works	Full Time	33			new	90,000	91,800	93,636		2.00%
Deputy Mayor	Full Time	37			new	98,000				0.00%
Deputy Parks & Recreation Director	Full Time	14	61,483	62,738	67,000	68,340	69,707	71,101		2.00%
Design/Plan Review Specialist	Full Time		54,080	55,172	56,275	57,401	58,549	59,720		2.00%
Digital (Forensic) Lab Technician	Full Time	17	32,896	33,566	34,237	34,922	35,621	36,333		2.00%
Director I - DCI - (Adm/Finance Team)	Full Time	5		new	63,913	65,191	66,495	67,825		2.00%
Director I - DCI - (Planning Team)	Full Time	5		new	63,913	65,191	66,495	67,825		2.00%
Director II - DCI - (Economic Resources Team)	Full Time	5, 100		new	69,721	71,115	72,538	76,000		4.77%
Director II - DCI - (Neighborhood Engagement Team)	Full Time	5, 100		new	69,721	71,115	72,538	76,000		4.77%
Director II - DCI - (Planning Team)	Full Time	67, 100		new	new	71,115	72,537	76,000		4.77%
Director of 311 Customer Service	Full Time	11, 60,66		new	52,000	55,640	58,753	57,888		2.00%
Director of Administrative Services	Full Time	30	55,864	56,992	58,132	title change				0.00%
Director of Administrative Services - Parks	Full Time	76	55,864	56,992	58,132	59,294	eliminated			0.00%
Director of Booking & Event Services	Full Time	87					title change	57,665		100.00%
Director of Box Office Services	Full Time	85					title change	57,665		100.00%
Director of Central Services	Full Time	29,66	67,011	68,354	69,721	74,601	76,093	77,615		2.00%
Director of City Finance	Full Time		66,300	67,626	68,979	70,358	71,765	73,201		2.00%
Director of Code Enforcement	Full Time	29,66	67,867	69,238	70,623	75,567	77,078	78,620		2.00%
Director of Communication Center	Full Time	29,66	54,334	55,432	56,541	60,499	61,709	62,943		2.00%
Director of Communications	Full Time	2,3	57,181	58,344	59,511	60,701	61,915	63,153		2.00%

SUBSTITUTE

City of South Bend, Indiana
2016 Nonbargaining Salary Ordinance Schedule
Maximum Salaries

Job Title	Status	note	2011 Salary	2012 Salary	2013 Salary	2014 Salary	26 pay dates		2016 Salary	2016 % Increase
							2015 Salary	2016 Salary		
Director of Communication Center	Full Time	29,66	54,334	55,432	56,541	60,499	61,709	62,943	2.00%	
Director of Communications	Full Time	2,3	57,181	58,344	59,511	60,701	61,915	63,153	2.00%	
Director of Communications & Radio	Full Time		51,310	52,338	53,385	55,542	55,542	56,652	2.00%	
Director of Communications Public Works	Full Time	8, 95		new	39,642	40,435	41,244	eliminated	-100.00%	
Director of Community Development	Full Time	5, 63	67,011	68,354	title change				0.00%	
Director of Community Outreach	Full Time	21,29,82		new	45,000	49,500	50,490	55,000	8.93%	
Director of CSO Project Management	Full Time		71,292	72,722	74,176	75,660	77,173	78,717	2.00%	
Director of Customer Service & Billing Office	Full Time	108					new	66,000	100.00%	
Director of Development - Parks	Full Time	76	55,322	56,446	57,575	58,726	eliminated		0.00%	
Director of Distributions	Full Time		57,276	58,422	59,590	60,782	61,998	63,238	2.00%	
Director of Economic Development	Full Time	5, 63	67,011	68,354	title change				0.00%	
Director of Energy Conservation	Full Time	38	68,016	69,394	70,782	title change			0.00%	
Director of Finance (Park Administration)	Full Time		55,322	56,446	57,575	58,726	59,901	61,099	2.00%	
Director of Finance (Public Works)	Full Time		63,240	64,506	65,796	67,112	68,454	69,823	2.00%	
Director of Finance (Water Utility)	Full Time		57,931	59,098	60,280	61,486	62,715	63,970	2.00%	
Director of Financial & Program Management	Full Time	5, 63	61,410	62,660	title change				0.00%	
Director of Financial Services	Full Time		54,090	55,172	56,275	57,401	58,549	59,720	2.00%	
Director of Golf Operations	Full Time		55,864	56,992	58,132	59,294	60,480	61,690	2.00%	
Director of Human Resources	Full Time	3	61,910	60,002	61,602	63,234	64,899	66,597	2.00%	
Director of Human Rights	Full Time	29,66	53,186	54,262	55,347	59,221	60,405	61,614	2.00%	
Director of Information Technology	Full Time	3,71	67,011	67,000	68,740	70,515	eliminated		0.00%	
Director of Marketing & Promotions	Full Time	36	49,502	50,518	51,528	52,559	53,610	54,682	2.00%	
Director of Office of Sustainability	Full Time	38,66			new	75,737	77,252	78,797	2.00%	
Director of Parks & Recreation	Full Time		74,047	75,530	77,041	title change			0.00%	
Director of Public Works	Full Time	3, 26	81,135	103,248	110,413	110,413	112,621	114,874	2.00%	
Director of Records Bureau	Full Time	88	41,616	42,458	43,307	44,173	45,057	47,797	6.08%	
Director of Safety & Risk	Full Time	40,66			new	56,753	57,888	59,046	2.00%	
Director of SCADA Information Systems	Full Time	45			new	72,000	73,440	74,909	2.00%	
Director of Secretarial Services	Full Time	1	47,136	48,100	49,062	title change			0.00%	
Director of Streets & Sewers	Full Time	29,66,106	68,193	69,576	70,968	75,936	77,455	81,500	6.22%	
Director of Treatment	Full Time		53,881	54,964	56,063	57,185	58,328	59,495	2.00%	
Director of Utilities	Full Time	74				new	90,000	91,800	2.00%	
Director of Utility Safety	Full Time	112					new	53,500	2.00%	
Director of Wastewater	Full Time	61	66,065	67,392	68,740	title change			0.00%	
Director of Wastewater Maintenance	Full Time	114	58,695	59,878	61,076	62,297	63,543	70,000	10.16%	
Director of Water Quality & Laboratory	Full Time	110				new	70,000	70,000	100.00%	
Director of Water Works	Full Time	29,75	67,011	68,354	69,721	81,000	eliminated		0.00%	
Director of Zoo	Full Time		55,822	56,940	58,079	59,241	60,426	61,634	2.00%	
Distribution Records Drafter	Full Time		36,780	37,518	38,268	39,034	39,814	40,611	2.00%	
Distribution System Specialist	Full Time	109				new	66,000	66,000	100.00%	
Diversity Compliance/Inclusion Officer	Full Time	24, 90			41,600	42,432	43,281	75,000	73.29%	
Division Director of Environmental Services	Full Time	29, 61,66,74	70,227	71,656	73,089	78,205	eliminated		0.00%	
Engineer Aide IV	Full Time		36,780	37,518	38,268	39,034	39,814	40,611	2.00%	
Engineer I	Full Time	65				new	64,000	65,280	2.00%	
Engineer II	Full Time		64,377	65,676	66,990	68,329	69,696	71,090	2.00%	
Engineer Inspector	Full Time	32	37,789	38,558	39,329	title change			0.00%	
Event Service Technician I	Full Time		24,449	24,960	25,459	25,968	26,488	27,018	2.00%	
Event Service Technician II	Full Time		27,831	28,392	28,960	29,539	30,130	30,732	2.00%	
Evidence Technician	Full Time	88	33,948	35,542	36,253	36,978	37,717	40,010	6.08%	
Executive Administrative Assistant	Full Time	105					new	40,508	100.00%	
Executive Assistant	Full Time	43			new	45,000	45,900	46,819	2.00%	
Executive Assistant - DCI - (Adm & Finance Team)	Full Time	65				new	51,044	52,065	2.00%	
Executive Assistant and Director of Special Projects	Full Time	1, 3, 62	47,136	48,100	49,062	50,043	51,044	52,065	2.00%	
Executive Director Department of Community Investment	Full Time	3, 5, 26	90,941	94,500	96,390	98,318	100,284	100,284	2.00%	
Executive Director Morris Performing Arts Center	Full Time	29	73,772	75,270	76,775	90,000	91,800	93,636	2.00%	
Financial Specialist I	Full Time		31,111	31,746	32,381	33,029	33,689	34,363	2.00%	
Financial Specialist II	Full Time		33,934	34,632	35,325	36,031	36,752	37,487	2.00%	

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			2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary		
Financial Specialist Senior	Full Time		48,077	49,062	50,043	51,044	52,065	53,106	2.00%	
Fingerprint/Photo Technician	Full Time		32,896	33,566	34,237	34,922	35,621	36,333	2.00%	
Fiscal Officer	Full Time	41			new	52,180	53,224	54,288	2.00%	
Fiscal Officer/Business Analyst	Full Time	65			new	54,570	55,661	56,775	2.00%	
Foreman IV	Full Time		37,101	37,856	38,613	39,385	40,173	40,977	2.00%	
Foreman V	Full Time	56	41,829	42,666	43,519	44,390	45,278	46,183	2.00%	
General Zoo Curator	Full Time		46,079	47,008	47,948	48,907	49,885	50,883	2.00%	
GIS Manager	Full Time		54,913	56,030	57,151	58,294	59,459	60,649	2.00%	
GIS Specialist - Senior	Full Time		44,464	46,370	46,277	47,203	48,147	49,110	2.00%	
Greenskeeper	Full Time		40,337	41,158	41,981	42,821	43,677	44,551	2.00%	
Hearing Secretary	Full Time	104					new	38,694	100.00%	
Housing Specialist Senior	Full Time	5, 63	49,447	50,440	title change				0.00%	
Housing Specialist V	Full Time	5, 63	41,918	42,770	title change				0.00%	
Housing Specialist VI	Full Time	5, 63	44,509	45,422	title change				0.00%	
Human Resource Generalist - Senior (Public Safety Focus)	Full Time	91					new	60,000	100.00%	
Human Resources Generalist	Full Time	65				new	33,000	33,660	2.00%	
Human Resources Generalist/Benefits Coordinator	Full Time	89					new	40,000	100.00%	
Human Resources Specialist IV	Full Time	13, 63	42,058	42,900	43,758	44,633	45,526	46,436	2.00%	
Industrial Pretreatment Specialist I	Full Time		46,818	47,762	48,717	49,692	50,685	51,699	2.00%	
Intake Officer/Investigator	Full Time		31,014	31,642	32,275	32,920	33,579	34,250	2.00%	
Internal Auditor	Full Time	63	53,581	54,678	55,772	56,887	58,025	59,185	2.00%	
Inventory Control Technician II	Full Time		32,653	33,332	33,999	34,679	35,372	36,080	2.00%	
Investigator II	Full Time		35,543	36,270	36,995	37,735	38,490	39,260	2.00%	
Investigator III	Full Time				new	38,584	40,143	40,946	2.00%	
Investigator IV	Full Time		40,073	40,898	41,716	42,550	43,401	44,269	2.00%	
Investigator V	Full Time		42,053	42,900	43,758	44,633	45,526	46,436	2.00%	
Investigator VI	Full Time	83					New	47,589	100.00%	
Laboratory Technician	Full Time		29,658	30,264	30,869	31,487	32,116	32,759	2.00%	
License Clerk	Full Time	63	33,936	34,632	35,325	36,031	36,752	37,487	2.00%	
Locator	Full Time		37,469	38,220	38,984	39,764	40,559	41,371	2.00%	
Maintenance Foreman II	Full Time		33,538	34,216	34,900	35,598	36,310	37,036	2.00%	
Manager - Animal Shelter	Full Time	30	-	-	-	new	47,501	48,451	49,420	2.00%
Manager - Assistant Animal Shelter	Full Time	31, 68	-	-	-	new	40,000	40,800	41,616	2.00%
Manager - Assistant Facility Operations	Full Time		31,620	32,266	32,911	33,570	34,241	34,926	2.00%	
Manager - Benefits	Full Time	27, 89				new	55,000	56,100	title change	-100.00%
Manager - Box Office	Full Time	36, 63	37,083	37,830	38,587	title change			0.00%	
Manager - CSO Operations	Full Time		53,778	54,860	55,957	57,076	58,218	59,382	2.00%	
Manager - Customer Service	Full Time	60	43,334	44,226	45,111	46,013	46,933	47,872	2.00%	
Manager - Environmental Compliance	Full Time	29, 66	56,986	59,566	60,757	65,010	66,310	67,636	2.00%	
Manager - Equipment Services	Full Time		53,329	54,418	55,506	56,616	57,749	58,904	2.00%	
Manager - Facilities	Full Time	50	-	-	new	57,996	59,156	60,339	2.00%	
Manager - Facility Operations	Full Time		44,755	45,656	46,569	47,501	48,451	49,420	2.00%	
Manager - Facility Operations (MPAC)	Full Time	86					title change	57,665	100.00%	
Manager - Golf Course/Rink	Full Time		49,620	50,622	51,634	52,667	53,720	54,795	2.00%	
Manager - Industrial Pretreatment	Full Time	111					new	59,000	100.00%	
Manager - Interactive Marketing	Full Time	36			new	35,815	36,531	37,262	2.00%	
Manager - Maintenance	Full Time	114	52,211	53,274	54,339	55,426	56,535	63,000	11.44%	
Manager - Maintenance (MPAC)	Full Time		52,211	53,274	54,339	55,426	56,535	57,665	2.00%	
Manager - Office	Full Time		32,424	33,098	33,760	34,435	35,124	35,826	2.00%	
Manager - Operations	Full Time	29, 50	57,083	58,240	59,405	64,664	65,957	67,276	2.00%	
Manager - Operations - Forester	Full Time	29, 66, 69	51,733	52,780	53,836	55,751	59,156	60,339	2.00%	
Manager - Park Grounds Manager	Full Time	50	-	-	new	57,996	59,156	60,339	2.00%	
Manager - Parts Maintenance	Full Time	113	38,515	39,286	40,072	40,873	41,691	title change	-100.00%	
Manager - Performance Improvement	Full Time	12	-	new	67,626	68,979	70,358	71,765	2.00%	
Manager - Permits	Full Time		43,015	43,888	44,766	45,661	46,574	47,506	2.00%	
Manager - Print Shop	Full Time		41,829	42,666	43,519	44,390	45,278	46,183	2.00%	
Manager - Production	Full Time	84	36,435	37,180	37,924	38,682	39,456	46,750	18.49%	
Manager - Public Construction	Full Time		58,939	60,138	61,341	62,568	63,819	65,095	2.00%	

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Manager - Purchasing	Full Time		56,744	60,008	61,208	62,432	63,681	64,955	2.00%	
Manager - Records Bureau	Full Time	92	-	-	-	-	title change	36,645	100.00%	
Manager - Safety & Risk	Full Time	40	48,170	52,000	53,040	title change			0.00%	
Manager - Sewer Operations	Full Time		57,083	60,008	61,208	62,432	63,681	64,955	2.00%	
Manager - Solid Waste Operations	Full Time		54,854	55,952	57,071	58,212	59,377	60,564	2.00%	
Manager - Streets	Full Time		54,854	55,952	57,071	58,212	59,377	60,564	2.00%	
Manager - Talent	Full Time	13,29	-	new	60,000	61,200	65,000	66,300	2.00%	
Manager - Traffic & Lighting	Full Time		54,854	55,952	57,071	58,212	59,377	60,564	2.00%	
Manager - Utility Purchasing & Storeroom	Full Time	113	-	-	new	33,921	new	51,000	100.00%	
Manager - Zoo Concessions & Gift shop	Full Time	50	-	-	new	33,921	34,599	35,291	2.00%	
Manager I - Assistant Box Office	Full Time		30,120	30,732	31,347	31,974	32,613	33,265	2.00%	
Manager II - Assistant Box Office	Full Time		33,671	34,346	35,033	35,734	36,448	37,177	2.00%	
Marketing and Education Curator	Full Time	49	37,805	38,584	39,356	title change			0.00%	
Naturalist	Full Time		32,252	32,916	33,574	34,246	34,931	35,629	2.00%	
Network Engineer	Full Time	29,66	52,602	53,864	54,737	58,569	59,740	60,935	2.00%	
Ordinance Violations Bureau Clerk	Full Time	29	32,529	33,202	33,866	39,643	40,436	41,245	2.00%	
Paralegal	Full Time		39,959	40,768	41,583	42,415	43,263	44,129	2.00%	
Park Police II	Full Time	70	31,596	32,240	32,895	33,542	eliminated		0.00%	
Park Ranger	Full Time	70	-	-	-	new	34,213	34,897	2.00%	
Planner VI	Full Time	5, 63	48,793	49,790	title change				0.00%	
Preventative Maintenance Coordinator	Full Time		36,665	37,414	38,162	38,926	39,704	40,498	2.00%	
Print Shop Technician	Full Time		34,340	35,048	35,749	36,464	37,193	37,937	2.00%	
Program Coordinator	Full Time	46	-	-	new	33,272	33,937	34,616	2.00%	
Programmer Analyst I	Full Time		40,827	41,652	42,485	43,335	44,201	45,085	2.00%	
Programmer Analyst II	Full Time		42,577	43,446	44,315	45,201	46,105	47,027	2.00%	
Project Analyst VI	Full Time	5, 63	41,257	42,094	title change				0.00%	
Project Analyst VIII	Full Time	5, 63	44,579	45,474	title change				0.00%	
Project Inspector	Full Time	93	-	-	-	title change	50,602	50,602	100.00%	
Project Inspector I	Full Time	93	43,015	43,888	44,766	45,661	46,574	47,502	-100.00%	
Project Inspector II	Full Time	93	45,819	46,748	47,683	48,637	49,609	50,602	-100.00%	
Project Manager	Full Time	32	47,289	48,256	49,221	50,206	51,210	52,234	2.00%	
Property/Evidence Custodian- Senior	Full Time		31,854	32,500	33,150	33,813	34,489	35,179	2.00%	
Public Assistance Clerk II	Full Time		27,083	27,638	28,191	28,755	29,330	29,916	2.00%	
Public Relations Specialist	Full Time	63	39,535	40,326	41,133	41,955	42,794	43,650	2.00%	
Public Works Safety Coordinator	Full Time	102	44,036	44,928	45,827	46,743	47,678	48,632	-100.00%	
Quality Assurance Distribution Technician	Full Time		37,101	37,856	38,613	39,385	40,173	40,977	2.00%	
Quality Assurance Treatment Technician	Full Time	73	39,729	40,534	41,345	42,172	eliminated		0.00%	
Radio Technician I	Full Time		42,193	43,056	43,917	44,795	45,691	46,605	2.00%	
Radio Technician II	Full Time		43,575	44,460	45,349	46,256	47,181	48,125	2.00%	
Radio Technician III	Full Time		46,865	47,814	48,770	49,746	50,741	51,755	2.00%	
Residential Combination Inspector	Full Time	96	-	-	-	new	46,774	46,774	100.00%	
Residential Marketing Specialist	Full Time	5, 63	57,222	58,370	title change				0.00%	
Sales/Event Associate	Full Time	36	33,747	34,424	35,112	title change			0.00%	
SCADA Instrument Specialist	Full Time		49,611	50,622	51,634	52,667	53,720	54,795	2.00%	
Secretary II	Full Time		25,256	25,766	26,281	26,807	27,343	27,890	2.00%	
Secretary III	Full Time	35	26,527	27,066	27,607	28,159	28,723	29,297	2.00%	
Secretary IV	Full Time		28,151	28,730	29,305	29,891	30,489	31,098	2.00%	
Secretary of the Board	Full Time	62	39,729	40,534	41,345	title change			0.00%	
Secretary V	Full Time		29,659	30,264	30,869	31,467	32,116	32,759	2.00%	
Special Events Assistant	Full Time		35,906	36,634	37,367	38,114	38,876	39,654	2.00%	
Stock Room & Safety Coordinator	Full Time		44,037	44,928	45,827	46,743	47,678	48,632	2.00%	
Superintendent - Maintenance	Full Time	48	55,864	56,992	58,132	title change			0.00%	
Superintendent - Park	Full Time	29,64	-	-	new	90,000	91,800	93,636	2.00%	
Superintendent - Park Maintenance	Full Time	48	-	-	new	61,500	62,730	63,985	2.00%	
Superintendent II	Full Time		44,211	45,110	46,012	46,932	47,871	48,829	2.00%	
Superintendent III	Full Time		45,651	46,568	47,497	48,447	49,416	50,405	2.00%	
Superintendent IV	Full Time	53	-	-	new	51,000	52,020	53,060	2.00%	
Superintendent V	Full Time		50,097	51,116	52,138	53,181	54,245	55,330	2.00%	

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			2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2016 % Increase	
Supervisor - 311 Customer Service	Full Time	78	-	-	-	new	46,267	47,192	2.00%	
Supervisor - Accounts Payable	Full Time		42,058	43,550	44,421	45,309	46,216	47,140	2.00%	
Supervisor - Administrative Assistant	Full Time	52	-	-	new	34,500	35,190	35,894	2.00%	
Supervisor - Assistant Program	Full Time	55	-	-	new	33,272	33,937	34,616	2.00%	
Supervisor - Athletic	Full Time		39,541	40,352	41,159	41,982	42,822	43,678	2.00%	
Supervisor - Center	Full Time	47	39,541	40,352	41,159	41,982	42,822	43,678	2.00%	
Supervisor - Communication I	Full Time	21	40,303	41,132	46,000	46,920	47,858	48,816	2.00%	
Supervisor - Communication II	Full Time	21	40,839	41,678	47,500	48,450	49,419	50,407	2.00%	
Supervisor - Crime Laboratory	Full Time		50,938	51,974	53,013	54,074	55,155	56,258	2.00%	
Supervisor - Customer Service	Full Time		40,303	41,132	41,955	42,794	43,650	44,523	2.00%	
Supervisor - Data Processing	Full Time		40,303	41,132	41,955	42,794	43,650	44,523	2.00%	
Supervisor - Fitness	Full Time		39,541	40,352	41,159	41,982	42,822	43,678	2.00%	
Supervisor - Fitness/Wellness	Full Time	51	-	-	new	33,372	34,039	34,720	2.00%	
Supervisor - Healthy Seniors	Full Time	47	33,979	34,684	title change				0.00%	
Supervisor - Maintenance Mechanic	Full Time		50,097	51,116	52,138	53,181	54,245	55,330	2.00%	
Supervisor - Operations	Full Time	36	52,211	53,274	54,339	55,426	56,535	57,665	2.00%	
Supervisor - Park Police	Full Time	56,79	-	-	new	44,389	eliminated		0.00%	
Supervisor - Park Ranger	Full Time	79	-	-	new		45,277	46,183	2.00%	
Supervisor - Payroll	Full Time	88	37,976	38,740	39,515	40,305	41,111	45,000	9.48%	
Supervisor - Program	Full Time	51, 52	39,541	40,362	41,159	41,982	42,822	43,678	2.00%	
Supervisor - Rum Village Park	Full Time		36,622	37,362	38,109	38,871	39,649	40,442	2.00%	
Supervisor - Signal	Full Time		49,611	50,622	51,634	52,667	53,720	54,795	2.00%	
Supervisor - Special Events	Full Time		38,562	39,338	40,125	40,927	41,746	42,581	2.00%	
Supervisor - Youth	Full Time	55	39,541	40,352	41,159	41,982	42,822	43,678	2.00%	
Sustainability Coordinator	Full Time	39	-	new	61,000	62,220	63,464	2.00%		
System Specialist I	Full Time	16	-	new	42,500	43,350	44,217	45,101	2.00%	
System Specialist II	Full Time		48,086	49,530	50,521	51,531	52,662	53,613	2.00%	
System Specialist III	Full Time		51,149	53,716	54,790	55,886	57,004	58,144	2.00%	
System Specialist IV	Full Time	45	56,134	60,008	61,208	62,432	63,681	64,955	2.00%	
Utilities System Specialist	Full Time		49,042	50,024	51,024	52,045	53,085	54,148	2.00%	
Violence Prevention Coordinator I	Full Time	54	31,337	31,980	32,620	title change			0.00%	
Violence Prevention Coordinator II	Full Time	54	35,096	35,802	36,518	37,248	37,993	38,753	2.00%	
Water Quality Specialist	Full Time	63,73	50,982	52,026	53,067	54,128	55,210	56,315	2.00%	
Water Treatment Operator PF	Full Time		40,303	41,132	41,955	42,794	43,650	44,523	2.00%	
Water Works Special Projects Coordinator I	Full Time	63	39,729	40,534	41,345	42,172	43,015	43,875	2.00%	
Water Works Special Projects Coordinator II	Full Time	63	43,334	44,226	45,111	46,013	46,933	47,872	2.00%	
Worker's Compensation Specialist	Full Time	81	-	-	new		35,000	35,700	2.00%	
Youth Sports Coordinator	Full Time	54	31,337	31,980	32,620	title change			0.00%	
Zoning and Business Services Administrator	Full Time	72, 98	-	-	new		58,264	59,720	2.50%	
Zoning Specialist	Full Time		37,774	38,532	39,303	40,089	40,890	41,708	2.00%	
Zoo Education Curator	Full Time	49	-	-	-	35,500	36,210	36,934	2.00%	
Zoo Veterinarian	Full Time	23	54,470	55,562	83,000	84,660	86,353	88,080	2.00%	
Part-Time Positions Receiving Benefits										
Chief Assistant City Attorney	Part Time	22, 25	41,295	42,146	42,989	eliminated			0.00%	
City Attorney	Part Time	22	55,522	56,654	57,787	58,943	60,122	61,324	2.00%	
Deputy City Attorney III	Part Time		35,460	36,192	36,916	37,654	38,407	39,175	2.00%	
Deputy City Attorney IV	Part Time		45,492	46,410	47,338	48,285	49,251	50,236	2.00%	
Other Part Time Positions										
311 Customer Service Liaison (hourly rate)	Part Time	57, 67, 99	-	-	new	17.00	17.34	20.66	19.15%	
Administrative Assistant III	Part Time	95	-	-	-	-	new	20.23	100.00%	
Associate IV - DCI - (Economic Resources Team) (20 hours)	Part Time	5	35,739	36,478	36,279	37,005	37,745	38,500	2.00%	
City Engineer (hourly rate)	Part Time	6	-	new	36.57	37.30	38.05	38.81	2.00%	
Code Inspector IV	Part Time	57	-	-	new	19,260	19,645	20,038	2.00%	
Construction Inspector (hourly rate)	Part Time	7	-	new	19.00	19.38	19.77	20.16	2.00%	
Engineer (29 hours per week)	Part Time	94	-	-	0.00	0.00	new	29.14	100.00%	
Police Department Lab Technician (20 hour per week)	Part Time	18	-	new	12,600	12,852	13,109	13,371	2.00%	

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Secretary - Human Rights (hourly rate)	Part Time	57	-	-	new	10.00	10.20	10.40	2.00%
Secretary V (Mayor's Office) (hourly rate)	Part Time	21	-	new	14.50	14.79	15.09	15.39	2.00%
Non Bargaining Maximum Hourly Rate (excluding above)	Part Time		26.40	26.92	27.46	28.01	28.57	29.14	2.00%
Other Compensation									
Water Utility Off duty water technicians monitoring water operations off site	Hourly		0.30	0.30	0.30	0.30	0.30	0.30	0.00%
Sewer Insurance Sewer Insurance on-call wages	Annual	19	-	-	5,000	5,100	5,202	5,306	2.00%

- 1 - title change from Director of Secretarial Services to Executive Assistant and Director of Special Projects in 2012. No salary increase.
- 2 - title change from Director Communications & Special Projects to Director of Communications in 2012. No salary increase.
- 3 - 2012 maximum salary per amended salary ordinance passed February 13, 2012.
- 4 - positions of Assistant to the Mayor were eliminated in 2012 and replaced with Chief of Staff to the Mayor and Deputy Chief of Staff to the Mayor positions. No salary increase. The Deputy Chief of Staff position salary of \$62,170 is lower than the salaries of the former Assistant to the Mayor positions.
- 5 - reorganization and step structure of Department of Community Investment (formerly Department of Community and Economic Development). No new net positions.
- 6 - the position of part-time City Engineer was included in the 2012 budget but was not included in the 2012 non-bargaining salary ordinance in error.
- 7 - two part-time Construction Inspectors have been included in the 2013 Public Works budget. This will result in savings versus contracted services.
- 8 - title change from Customer Service Coordinator to Director of Communications Public Works in 2013 to recognize increased responsibilities. Includes a \$313 salary increase.
- 9 - intentionally left blank
- 10 - intentionally left blank
- 11 - staffing for new 311 Call Center during 2013. No new net positions. Transfers from customer service staff in other departments.
- 12 - new job responsibilities and title change for one of the Finance Directors in Administration and Finance. No salary change. Will help implement performance management plan.
- 13 - new position for 2013 in Administration & Finance. Replaces a Human Resources Specialist IV position. No new net positions.
- 14 - reclassification for 2013 to recognize the increased responsibilities of the Director of Recreation. New duties include marketing and development.
- 15 - Director of Youth Engagement position not approved.
- 16 - reclassification for 2013 in the Police Department budget from a Programmer Analyst I to a System Specialist I. A small salary increase.
- 17 - title change from Film Processor to Digital (Forensic) Lab Technician in the Police Department. No salary change. Title changed to reflect job description.
- 18 - new position for 2013 in the Police Department. Twenty hours per week. Assists in handling digital evidence in the Digital (Forensic) lab.
- 19 - special pay adjustment for on call duty 24-7 for 13 weeks each per year from the sewer insurance fund in order to reduce claims.
- 20 - amendment to 2013 salary ordinance passed 1/28/13 correcting a mathematical error on the Financial Specialist IV position. Correct 2012 salary is \$42,899 and correct 2013 salary is \$43,757.
- 21 - amendment to 2013 salary ordinance passed 2/25/13 increasing maximum salaries for communications office employees and adding the positions of Director of Community Outreach and part-time Secretary V in the Mayor's Office.
- 22 - position of Chief Assistant City Attorney eliminated for 2014. The positions of City Attorney and Corporation Counsel are included.
- 23 - amendment to Zoo Veterinarian salary in the Parks & Recreation to make the salary more competitive with private organizations. The Common Council approved on June 24, 2013.
- 24 - position of Diversity Compliance Officer approved by the Common Council on June 24, 2013. Full time position, 32 hours per week.
- 25 - position eliminated during 2013
- 26 - Salary ordinance freeze for 2014
- 27 - new position in Admin & Finance for 2014
- 28 - Business Licensing Administrator moved from Admin & Finance to Dept. of Comm Inv't (DCI) for 2014 and placed in existing title of Administrative Assistant III - DCI
- 29 - Salary ordinance adjustment for competitive market salary and internal pay equity
- 30 - title change from Director of Administrative Services to Animal Shelter Manager for 2014
- 31 - title change from Animal Control Officer Sr. to Assistant Animal Shelter Manager for 2014
- 32 - title change from Engineer Inspector to Project Manager (existing title) for 2014
- 33 - new position in Engineering/Public Works for 2014
- 34 - Senior CAD Specialist eliminated for 2014, position no longer required
- 35 - Collection Specialist eliminated for 2014, position no longer required, replaced with new Secretary III position
- 36 - title change from Sales/Event Associate to Interactive Marketing Manager for 2014; Assistant Director of Administration & Marketing to Director of Marketing & Promotions (existing title); Assistant Director of Booking & Event Operation to Operations Supervisor (existing title); and Box Office Manager to Operations Supervisor (existing title); Assistant Director of MPAC Financial Reporting to Director of Financial Services (existing title)
- 37 - added Deputy Mayor position to be budget neutral as position to be in use only while Mayor is deployed on active duty in 2014.
- 38 - title change from Director of Energy Conservation to Director Office of Sustainability with a broader mandate for 2014
- 39 - Sustainability Coordinator established as new position for 2014 to more broadly support sustainability Director in City sustainability efforts
- 40 - title change from Safety & Risk Manager to Director of Safety & Risk for 2014
- 41 - title change from Assistant Director of Administrative Services to Fiscal Officer for 2014 in Building Department to more accurately describe duties
- 42 - inactive during 2014.
- 43 - inactive during 2014
- 44 - inactive during 2014
- 45 - title change from System Specialist IV to Director of SCADA Information Systems at Wastewater operations for 2014 to reflect full scope of duties

City of South Bend, Indiana
 2016 Nonbargaining Salary Ordinance Schedule
 Maximum Salaries

Job Title	Status	note	26 pay dates					2016 Salary	2016 % Increase
			2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary		
46 - title change from Academic Coordinator - CB Center and MLK Center to Program Coordinator for 2014									
47 - title change from Healthy Seniors Supervisor to Center Supervisor (existing title)									
48 - title change from Maintenance to Park Maintenance Superintendent for 2014									
49 - title change from Marketing & Education Curator to Zoo Education Curator for 2014									
50 - title change from Operations Manager to Facilities Manager for 2014									
51 - title change from Program Supervisor to Fitness/Wellness Supervisor for 2014									
52 - title change from Program Supervisor to Administrative Assistant Supervisor for 2014									
53 - new position of Superintendent IV for 2014. Transfer employees from Superintendent III									
54 - title change from Violence Prevention Coordinator I to Program Coordinator for 2014. One individual remains in this position and one will transition to Program Coordinator which is more appropriate for their responsibilities..									
55 - title change from Youth Supervisor to Assistant Program Supervisor for 2014. One individual remains in this position; three others will transition to Assistant Program Supervisor which is more appropriate for their responsibilities									
56 - title change from Foreman V to Park Police Supervisor for 2014									
57 - new part-time position for 2014									
58 - title change from Accounts Payable Technician to Accounts Payable Administrator to better reflect duties									
59 - intentionally left blank									
60 - title change from Customer Service Manager to Director 311 Customer Service									
61 - title change from Director Wastewater to Division Director Environmental Services									
62 - title change from Secretary of the Board to Executive Assistant and Director of Special Projects									
63 - title change; position no longer in use									
64 - title change from Director of Parks & Recreation and Parks Superintendent									
65 - new position based upon department requirements									
66 - Common Council passage of 7% increase on October 30, 2013									
67 - Update due to Scribner error									
68 - 2014 salary amount updated for the Assistant Animal Control Manager. Original ordinance amount was less than the 2013 salary amount of Animal Control Officer-Senior which this position replaces.									
69 - pay increase based on increased job responsibilities.									
70 - title change from Park Police II to Park Ranger.									
71 - title change from Director of Information Technology to Chief Technology Officer.									
72 - title change from Assistant Zoning Administrator to Zoning and Business Services Administrator.									
73 - title change from Quality Assurance Treatment Technician to Water Quality Specialist. The latter title is already in the salary ordinance.									
74 - title change from Division Director of Environmental Services to Director of Utilities.									
75 - title change from Director of Water Works to Assistant Director of Utilities.									
76 - position eliminated.									
77 - title change from 311 Customer Service Liaison to 311 Customer Service Liaison II.									
78 - title change from 311 Customer Service Liaison to 311 Customer Service Supervisor.									
79 - title change from Park Police Supervisor to Park Ranger Supervisor.									
80 - new position; formerly a Financial Specialist Senior.									
81 - new position; formerly a Secretary III.									
82 - salary increase in order to be more comparable with market averages.									
83 - new position in order have the flexibility with in the department to promote long serving, hard working employees.									
84 - title change from Technical Stage Manager to Production Manager which better describes the duties and responsibilities required in this position. Salary increase to be more in line with salaries of peers in industry.									
85 - title change from Operations Supervisor to Director of Box Office Services. No salary change.									
86 - title change from Manager - Maintenance to Manager - Facilities Operations Manager. No salary change.									
87 - title change from Operations Supervisor to Director of Booking & Event Services. No salary change.									
88 - salary increase to be more in line with salaries of peers in similar positions in the region.									
89 - downgrade manager position to generalist position. Higher level benefit decisions are made with the help of consultants, therefore, it was determined a manager level position was not required.									
90 - replacing Diversity Compliance Officer with a full time Diversity Inclusion Officer in order to better represent the residents of the City of South Bend.									
91 - new position in human resources in order to better serve those in Public Safety with regards to benefits, hiring & firing, performance management, etc.									
92 - title change and salary increase to reflect supervisory responsibilities and additional duties as the bureau's second in command.									
93 - title changes to simplify the organizational structure of the engineering department.									
94 - job similar in scope to Engineer I. Permanent professional position.									
95 - retired director of communications to work part time performing duties similar to those of original director of communications.									
96 - New job titles to better reflect job duties and to allow for future promotions if certifications received.									
97 - title change from Building Inspector VI to Building Inspector									
98 - salary increase to be more in line with salaries of peer positions									
99 - Increased hourly rate to be in line with full time position divided by 2,080 hours.									
100 - salary increase due to increase in responsibilities and department achievements.									

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City of South Bend, Indiana
 2016 Nonbargaining Salary Ordinance Schedule
 Maximum Salaries

Job Title	Status	note	2011 Salary	2012 Salary	2013 Salary	2014 Salary	26 pay dates		2016 Salary	2016 % Increase
							2015 Salary	2016 Salary		
101 - new position due to increased responsibilities										
102 - eliminated position due to retirement and use of contractual services and departmental safety officers										
103 - title change from Code Inspector IV to Code Inspector to streamline department and addition of Sr. Code Inspector for future promotion in lieu of using Chief Inspector position (eliminated).										
104 - new title due to increased job responsibilities and specialty skills required for job.										
105 - new position to assist with collections and other administrative duties within Code.										
106 - title change from Director of Streets to Director of Streets and Sewers; increased salary due to increase in job responsibilities										
107 - salary increase due to increase in responsibilities. Original job started in 2015 and duties to be assumed were unknown at that time.										
108 - new position to handle all duties of customer service and billing office relating to water/wastewater billings. 311 director will no longer split time between 311 and Waterworks.										
109 - new position responsible for all aspects of water quality, well head protection and Laboratory testing										
110 - new position responsible for managing and guiding the operations and maintenance of the water distribution system										
111 - new position will manage and set direction for the City's EPA Approved Pretreatment Program										
112 - new position to take on additional safety/compliance responsibilities for Water Works division										
113 - new position to manage all purchases and storeroom of parts. Upgrading Manager - Parts Maintenance due to increased responsibilities.										
114 - salary increase due to increased responsibilities.										

13

1200N COUNTY-CITY BUILDING
227 W. JEFFERSON BLVD.
SOUTH BEND, INDIANA 46601-1830



PHONE 574/ 235-7678
FAX 574/ 235-9928

CITY OF SOUTH BEND PETE BUTTIGIEG, MAYOR
DEPARTMENT OF ADMINISTRATION AND FINANCE

October 5, 2015

Mr. Tim Scott
President, South Bend Common Council
4th Floor, County-City Building
South Bend, IN 46601

Re: 2016 Non-Bargaining Employee and Officer Salary Ordinance -- Substitute Bill No. 60-15

Dear President Scott:

Enclosed please find Substitute Bill No. 60-15, the proposed 2016 Non-Bargaining Employee and Officer Salary Ordinance. The title of Diversity Compliance Officer has been added back to the salary schedule. Please note that the full title of this position is now Diversity Compliance/Inclusion Officer which reflects all of the former duties and responsibilities of this position, as to which additional duties are now being required.

I will present this Ordinance at the Council's Personnel & Finance Committee meeting and at the public hearing. If you have any further questions or need additional information, please let me know.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "John H. Murphy".

John H. Murphy
City Controller

59-15
TEAMSTER

ORDINANCE NO. 10383-15

BILL NO. 59-15

AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF
SOUTH BEND, INDIANA, RE-AFFIRMING ORDINANCE NO. 10328-14 FIXING THE
MAXIMUM WAGES OF TEAMSTER EMPLOYEES FOR CALENDAR YEARS
2014, 2015, AND 2016

STATEMENT OF PURPOSE AND INTENT

This ordinance sets forth the monetary aspects of the tentative agreement reached between the City Negotiating Team and the Teamster's Negotiating Team on October 30, 2013. Those provisions were set forth in an ordinance which had first reading on September 22, 2014, passed by the Common Council on October 13, 2014, and approved by the Mayor on October 14, 2014.

This ordinance formally re-affirms all provisions of Ordinance No. 10328-14 in its entirety, including the 3-page attachment to said ordinance for the 2016 calendar year, all of which are on file in the Office of the City Clerk.

Now, Therefore, be it ordained by the Common Council of the City of South Bend, Indiana, as follows:

Section I. The maximum wages of Teamster Employees for calendar years 2014, 2015, and 2016 set forth in Ordinance No. 10328 which was passed by the Common Council on October 13, 2014 and approved by the Mayor on October 14, 2014 is hereby re-affirmed in its entirety, including any and all attachments.. A copy of Ordinance No. 10328-14 is attached hereto and included herein by reference.

Section II. This ordinance shall be in full force and effect from and after its passage by the Common Council, approval by the Mayor and legal publication.



Member of the Common Council

Attest:



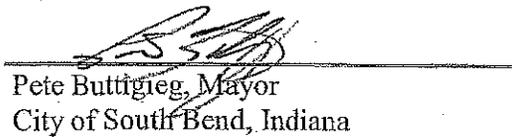
John Voorde, City Clerk

Presented by me to the Mayor of the City of South Bend, Indiana, on the 13th
day of October, 2015 at 2:55 o'clock p. m



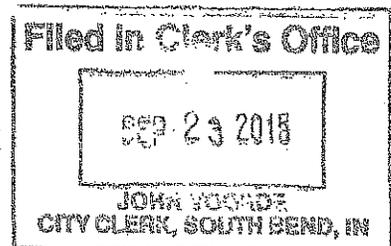
Janice Talboom, Deputy City Clerk

Approved and signed by me to the Mayor of the City of South Bend, Indiana, on
the 13th day of October, 2015 at 4:20 o'clock p. m



Pete Buttigieg, Mayor
City of South Bend, Indiana

1st READING 9-28-15
PUBLIC HEARING 10-12-15
3rd READING 10-12-15
NOT APPROVED
REFERRED
PASSED 10-12-15



1200N COUNTY-CITY BUILDING
227 W. JEFFERSON BLVD.
SOUTH BEND, INDIANA 46601-1830



PHONE 574/ 235-7678
FAX 574/ 235-9928

CITY OF SOUTH BEND PETE BUTTIGIEG, MAYOR
DEPARTMENT OF ADMINISTRATION AND FINANCE

September 16, 2015

Mr. Tim Scott
President, South Bend Common Council
4th Floor, County-City Building
South Bend, IN 46601

Re: 2014-2016 Ordinance Fixing Wages for Teamster Employees of the City of South Bend

Dear President Scott:

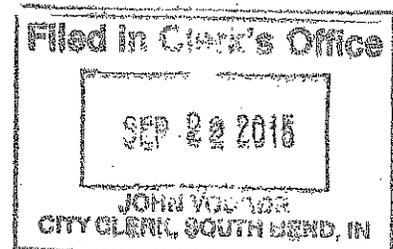
Attached is a bill which is an ordinance to fix maximum wages of Teamster Employees of the City of South Bend, Indiana for calendar years 2014-2016.

I will present this Ordinance at the Council's Personnel & Finance Committee meeting and at the public hearing. If you have any further questions or need additional information, please let me know.

Thank you for your consideration.

Sincerely,


John H. Murphy
City Controller



ORDINANCE NO. 10328-14

AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND,
INDIANA, FIXING MAXIMUM WAGES OF TEAMSTER EMPLOYEES FOR
CALENDAR YEARS 2014, 2015 and 2016

STATEMENT OF PURPOSE AND INTENT

This Ordinance sets forth the monetary aspects of the tentative agreement reached between the City Negotiating Team and the Teamster's Negotiating Team on October 30, 2013.

The overall guidelines used in this Ordinance are consistent with the overall negotiating criteria used for all City employees.

This Ordinance is in the best interest of the City and the affected Teamster employees.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF SOUTH BEND, INDIANA, as follows:

Section I. **Maximum Compensation**

- (a) The maximum amounts to be paid as compensation for Teamster employees for the City of South Bend, Indiana are hereby established for calendar years 2014 through 2016 inclusive as set forth in the attachment, which is incorporated herein by reference. The amounts set forth are consistent with the recommended procedure of the State Board of Accounts dated March, 1993. Accordingly, wages are set and paid on a Bi-Weekly basis. Amounts by department and alphabetical position are set forth as well as the hourly wage for each position.

Section II. **Holidays, Vacations and Other Monetary and Fringe Benefits Incorporated by Reference.**

- (a) **Holidays.** Holidays for Teamster employees shall be as set forth in the Collective Bargaining Agreement, incorporated herein by reference.
- (b) **Vacations.** Vacation for Teamster employees shall be as set forth in the Collective Bargaining Agreement, incorporated herein by reference.
- (c) **Insurance.**
 - (1) **Comprehensive Major Medical Insurance Program/Preferred Provider Organization (PPO).** The City shall maintain a comprehensive major medical insurance program that all Teamster employees may participate in.
 - (2) **Short and Long Term Disability.** Short and Long Term Disability

shall be as set forth in the Collective Bargaining Agreement and the City's Personnel Policies and Procedures Manual, as it may be amended from time to time, which is incorporated herein by reference.

- (3) **Payment for Election to Leave Employer's Comprehensive Major Medical Insurance Program.** The City shall pay one hundred and thirty dollars (\$130) per month to any Employee who elects to leave the City's comprehensive major medical insurance program to be covered by another program for which the City makes no contribution. This election shall not be mandatory, and the Employee who made such election may return to the City's comprehensive major medical Insurance Program, provided that there is a Qualifying Life Event or during open enrollment, and the contributions specified herein are made, but in such event said Employee shall forfeit the one hundred and thirty dollars (\$130) payment per month thereafter.
 - (4) **Life Insurance.** The City shall provide term life insurance coverage in an amount not less than 1x annual salary rounding up to the nearest \$1,000 for each Teamster employee. Such insurance shall become effective upon the award of a group life insurance bid by the Board of Public Works, or upon the beginning of the plan year, whichever is later.
 - (5) **Benefit Waiting Period.** The City notes that life insurance, comprehensive major Medical Insurance, and short term disability programs require a minimum of sixty (60) day eligibility period; and that the long-term disability program requires a minimum of a ninety (90) day eligibility period which Teamster employees must meet.
- (d) **Productivity Bonus.** A productivity bonus of up to \$250.00 annually per employee, with goals to be set by work group and management may be earned and paid from cost savings realized by employee increased productivity, with first payment no sooner than January 2015, all as set forth more specifically in the Collective Bargaining Agreement.
 - (e) **Other Monetary Fringe Benefits.** All other fringe benefits shall be as set forth in the City's Personnel Policies and Procedures Manual as it may be amended from time to time and the Collective Bargaining Agreement. If there is a conflict between Policy and the Bargaining Agreement, the Bargaining Agreement shall prevail.
 - (f) **Early Retirement Incentives.** The Mayor shall have discretion to offer an early retirement incentive program that may take the form of a bonus upon retirement for years of service or assistance with health insurance for a retiree who isn't Medicare eligible. Such assistance shall not exceed one (1) year. Any such bonus or assistance must be approved by the Mayor and Controller and are subject to appropriation by the Common Council before any such bonus or assistance may be paid.

I.C. 5-10.2-3-1.2 permits employers to purchase one year for every five years

of service for employees in PERF covered positions under certain conditions. The Mayor shall have discretion to offer such early retirement incentive program, pursuant to statute, after consultation with the Controller and after appropriation by the Common Council.

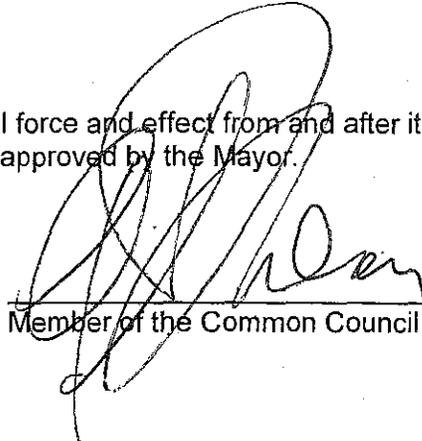
(g) **Definition of Full-Time Employee.** Full-time employees are those employees who are regularly scheduled to ^{work} forty (40) hours per week, or a reduced full-time schedule of thirty (30) hours or more per week as approved by the Mayor on a voluntary basis. Such employees are eligible for the Employer's Benefits Package subject to the terms and conditions and limitations of each benefit program. However, solely for purposes of qualification for health care benefits under the federal Patient Protection and Affordable Care Act (the Act) as amended, the definition of full time employee shall be the equivalent of that which is provided in the Act, and this section shall not be construed to be in conflict with the Act.

(h) **Definition of Part-Time Employee.** Part-time employees are those employees who are not assigned to a full-time status as defined by the City including those who qualify for health care benefits under the Patient Protection and Affordable Health Care Act, but who do not meet the City's definition of full-time under the above and previous subsection (f), and who are scheduled to work less than the City of South Bend's full-time schedule. While they do receive certain mandated benefits (such as worker's compensation and social security benefits, and for some, health care under the Patient Protection and Affordable Care Act), they are not eligible for other City benefit programs.

Section III.

Effective Date

This Ordinance shall be in full force and effect from and after its passage by the Common Council and approved by the Mayor.

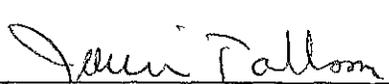


Member of the Common Council

Attest: 

City Clerk

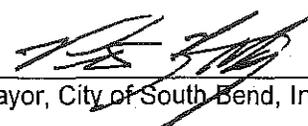
Presented by me to the Mayor of the City of South Bend, Indiana on the 14th day of October, 2014, at 11:20 o'clock a. m.



Deputy City Clerk

Approved and signed by me on the 14th day of October, 2014, at

5:30 o'clock p.m.



Mayor, City of South Bend, Indiana

1st READING 9-22-14
PUBLIC HEARING 10-13-14
3rd READING 10-13-14
NOT APPROVED
REFERRED
PASSED 10-13-14

Filed in _____ Office
SEP 17 2014
JOHN J. COLE
CITY CLERK, SOUTH BEND, IN

City of South Bend
2014-2016 Teamster Employees Wage Ordinance
Position Hourly Pay Rate Levels
January 15, 2014

Amended

Position Title	2013 Rate \$	2014 Rate \$	2.0% Increase	2015 Rate \$	2.0% Increase	2016 Rate \$	2.0% Increase
TRAFFIC AND LIGHTING DEPARTMENT							
Staff Positions:							
Group Leader- Traffic & Lighting	17.39	17.74	2%	18.09	2%	18.45	2%
Operations Technician	16.71	17.04	2%	17.39	2%	17.73	2%
Sign Artist	17.50	17.85	2%	18.21	2%	18.57	2%
Sign Artist - Job Leader (new position in 2011)	18.73	19.10	2%	19.49	2%	19.88	2%
Signal Technician I	17.31	17.66	2%	18.01	2%	18.37	2%
Signal Technician II	18.07	18.43	2%	18.80	2%	19.18	2%
Signal Technician II - Job Leader	18.73	19.10	2%	19.49	2%	19.88	2%
BUILDING MAINTENANCE							
Staff Positions:							
Building Maintenance	16.47	16.80	2%	17.14	2%	17.48	2%
General Laborer (Bldg Janitors)	15.11	15.41	2%	15.72	2%	16.03	2%
Maintenance Technician I (Bldg. Eng.)	19.28	19.67	2%	20.06	2%	20.46	2%
PARK AND RECREATION DEPARTMENT							
Staff Positions:							
Arborist I	18.20	18.56	2%	18.94	2%	19.31	2%
Arborist II	19.77	20.17	2%	20.57	2%	20.98	2%
Arborist/Weed Control	17.50	17.85	2%	18.21	2%	18.57	2%
Asst Greens Superintendent	17.76	18.12	2%	18.48	2%	18.85	2%
Athletic Field Maintenance	16.57	16.90	2%	17.24	2%	17.58	2%
Bldg Mtce - Custodian & Laborer	15.11	15.41	2%	15.72	2%	16.03	2%
Bldg & Structural Maintenance I	19.07	19.45	2%	19.84	2%	20.24	2%
Bldg & Structural Maintenance II	19.77	20.17	2%	20.57	2%	20.98	2%
Construction Maintenance / Carpenter I	18.48	18.85	2%	19.23	2%	19.61	2%
Construction Maintenance / Carpenter II	19.07	19.45	2%	19.84	2%	20.24	2%
Construction Maintenance / Carpenter III	19.77	20.17	2%	20.57	2%	20.98	2%
Construction Maintenance / Mason	19.07	19.45	2%	19.84	2%	20.24	2%
Construction Maintenance / Welder	19.07	19.45	2%	19.84	2%	20.24	2%
Dietician	15.76	16.08	2%	16.40	2%	16.72	2%
Electrician - Park	19.77	20.17	2%	20.57	2%	20.98	2%
Equipment Operator II - Park	16.39	16.72	2%	17.05	2%	17.39	2%
General Laborer	15.11	15.41	2%	15.72	2%	16.03	2%
Group Leader - Recreation	17.50	17.85	2%	18.21	2%	18.57	2%
Group Leader - Street Island	17.50	17.85	2%	18.21	2%	18.57	2%
Group Leader - Leeper	17.50	17.85	2%	18.21	2%	18.57	2%
Group Leader - Plaza	17.50	17.85	2%	18.21	2%	18.57	2%
Group Leader - Custodian	17.50	17.85	2%	18.21	2%	18.57	2%
Head Custodian	15.76	16.08	2%	16.40	2%	16.72	2%
Heavy Equipment Operator I	17.76	18.12	2%	18.48	2%	18.85	2%
Heavy Equipment Operator II	18.20	18.56	2%	18.94	2%	19.31	2%
Job Leader	18.70	19.07	2%	19.46	2%	19.84	2%
Zoo Keeper I	15.11	15.41	2%	15.72	2%	16.03	2%
Zoo Keeper II	15.93	16.25	2%	16.57	2%	16.91	2%
Zoo Keeper III	16.57	16.90	2%	17.24	2%	17.58	2%
Zoo Keeper IV	17.50	17.85	2%	18.21	2%	18.57	2%
Zoo Keeper / Grower	17.50	17.85	2%	18.21	2%	18.57	2%
Mechanic IV - Park - Garage	17.96	18.62	4%	18.99	2%	19.37	2%
Mechanic IV - Park - Golf	17.96	18.62	4%	18.99	2%	19.37	2%
Operator I	15.92	16.24	2%	16.56	2%	16.89	2%
Painter IV	17.96	18.32	2%	18.69	2%	19.06	2%
Plumber IV - Park	19.77	20.17	2%	20.57	2%	20.98	2%
Veterinarian Tech	18.20	18.56	2%	18.94	2%	19.31	2%
Zoo Maintenance	16.57	16.90	2%	17.24	2%	17.58	2%

City of South Bend
2014-2016 Teamster Employees Wage Ordinance
Position Hourly Pay Rate Levels
January 15, 2014

Amended

Position Title	2013 Rate \$	2014 Rate \$	2.0% Increase	2015 Rate \$	2.0% Increase	2016 Rate \$	2.0% Increase
STREET DEPARTMENT							
Staff Positions:							
Equipment Operator I	15.92	16.24	2%	16.56	2%	16.89	2%
Equipment Operator II	16.48	16.81	2%	17.15	2%	17.49	2%
Equipment Operator III	17.12	17.46	2%	17.81	2%	18.17	2%
General Laborer	15.11	15.41	2%	15.72	2%	16.03	2%
Heavy Equipment Operator I	17.76	18.12	2%	18.48	2%	18.85	2%
Heavy Equipment Operator II	18.20	18.56	2%	18.94	2%	19.31	2%
Job Leader (1)	18.73	19.10	2%	19.49	2%	19.88	2%
EQUIPMENT SERVICES							
Staff Positions:							
Building Maintenance	16.47	16.80	2%	17.14	2%	17.48	2%
Body Repair IV	18.26	18.63	2%	19.00	2%	19.38	2%
Body Repair V	19.27	19.66	2%	20.05	2%	20.45	2%
General Laborer (Janitor)	15.11	15.41	2%	15.72	2%	16.03	2%
Machinist IV	18.26	18.63	2%	19.00	2%	19.38	2%
Machinist V	19.27	19.66	2%	20.05	2%	20.45	2%
Mechanic III	17.42	17.77	2%	18.12	2%	18.49	2%
Mechanic IV	18.25	18.62	2%	18.99	2%	19.37	2%
Mechanic V	19.27	19.66	2%	20.05	2%	20.45	2%
Parts Clerk I	16.43	16.76	2%	17.09	2%	17.44	2%
Parts Clerk II (2)	17.17	17.27	1%	17.62	2%	17.97	2%
SOLID WASTE							
Staff Positions:							
Driver	17.10	17.44	2%	17.79	2%	18.15	2%
Operator I	15.92	16.24	2%	16.56	2%	16.89	2%
Operator II	16.24	16.56	2%	16.90	2%	17.23	2%
Equipment Operator III (Code)	16.73	17.06	2%	17.41	2%	17.75	2%
Job Leader	18.70	19.07	2%	19.46	2%	19.84	2%
Picker I	16.34	16.67	2%	17.00	2%	17.34	2%
Picker II	16.72	17.05	2%	17.40	2%	17.74	2%
ORGANIC RESOURCES							
Staff Positions:							
Heavy Equipment Operator I	17.76	18.12	2%	18.48	2%	18.85	2%
Heavy Equipment Operator II	18.20	18.56	2%	18.94	2%	19.31	2%
Job Leader	19.00	19.38	2%	19.77	2%	20.16	2%
General Laborer	15.11	15.41	2%	15.72	2%	16.03	2%
WASTEWATER							
Staff Positions:							
CSO Rep I	17.46	17.81	2%	18.17	2%	18.53	2%
CSO Rep II	18.20	18.56	2%	18.94	2%	19.31	2%
Dewater Operator	18.20	18.56	2%	18.94	2%	19.31	2%
General Laborer	15.11	15.41	2%	15.72	2%	16.03	2%
Janitor	15.21	15.51	2%	15.82	2%	16.14	2%
Lift Station - Rep I	18.20	18.56	2%	18.94	2%	19.31	2%
Lift Station - Rep II	18.97	19.35	2%	19.74	2%	20.13	2%
Maintenance Electrician I	17.14	17.48	2%	17.83	2%	18.19	2%
Maintenance Electrician II	17.50	17.85	2%	18.21	2%	18.57	2%
Maintenance Electrician III	18.97	19.35	2%	19.74	2%	20.13	2%
Maintenance Electrician IV	19.72	20.11	2%	20.52	2%	20.93	2%
Maintenance Electrician V	20.46	20.87	2%	21.29	2%	21.71	2%
Maintenance Lead	21.22	21.64	2%	22.08	2%	22.52	2%
Maintenance Repair I	17.46	17.81	2%	18.17	2%	18.53	2%

City of South Bend
2014-2016 Teamster Employees Wage Ordinance
Position Hourly Pay Rate Levels
January 15, 2014

Amended

Position Title	2013 Rate \$	2014 Rate \$	2.0% Increase	2015 Rate \$	2.0% Increase	2016 Rate \$	2.0% Increase
Maintenance Repair II	18.20	18.56	2%	18.94	2%	19.31	2%
Maintenance Repair III	18.97	19.35	2%	19.74	2%	20.13	2%
Maintenance Repair IV	19.72	20.11	2%	20.52	2%	20.93	2%
Operator - General	18.20	18.56	2%	18.94	2%	19.31	2%
Operator - Lead	21.22	21.64	2%	22.08	2%	22.52	2%
Operator - Senior	18.97	19.35	2%	19.74	2%	20.13	2%
Operator I - Wastewater	16.63	16.96	2%	17.30	2%	17.65	2%
Relief Operator	16.71	17.04	2%	17.39	2%	17.73	2%
Sanitation Operator	15.88	16.20	2%	16.52	2%	16.85	2%
SEWER DEPARTMENT							
Staff Positions:							
Curb & Sidewalk Finisher (3)	18.50	18.87	2%	19.25	2%	19.64	2%
Heavy Equipment Operator I	17.76	18.12	2%	18.48	2%	18.85	2%
Job Leader	19.15	19.53	2%	19.92	2%	20.32	2%
Operator I	15.92	16.24	2%	16.56	2%	16.89	2%
Operator II	16.48	16.81	2%	17.15	2%	17.49	2%
Operator III	16.57	16.90	2%	17.24	2%	17.58	2%
WATER WORKS							
Staff Positions:							
Auditor I - Barg.	16.30	16.63	2%	16.96	2%	17.30	2%
Auditor II - Barg.	17.37	17.72	2%	18.07	2%	18.43	2%
Auditor III - Barg.	18.75	19.13	2%	19.51	2%	19.90	2%
Auditor IV - Barg.	19.13	19.51	2%	19.90	2%	20.30	2%
Clerk Dispatcher III	16.81	17.15	2%	17.49	2%	17.84	2%
Shut off Clerk	15.05	15.35	2%	15.66	2%	15.97	2%
Courier / Supply Clerk	16.55	16.88	2%	17.22	2%	17.56	2%
Crew Chief	16.51	16.84	2%	17.18	2%	17.52	2%
Customer Service & Billing	15.33	15.64	2%	15.95	2%	16.27	2%
Data Processor	16.93	17.27	2%	17.61	2%	17.97	2%
Engineering Aide III	18.02	18.38	2%	18.75	2%	19.12	2%
Field Repairman/Insp I	17.78	18.14	2%	18.50	2%	18.87	2%
Field Repairman / Insp II	18.02	18.38	2%	18.75	2%	19.12	2%
Field Repairman / Insp III	18.24	18.60	2%	18.98	2%	19.36	2%
General Laborer	15.11	15.41	2%	15.72	2%	16.03	2%
Group Leader - Water Works	17.96	18.32	2%	18.69	2%	19.06	2%
Heavy Equipment Operator I	17.76	18.12	2%	18.48	2%	18.85	2%
Heavy Equipment Operator II	18.41	18.78	2%	19.15	2%	19.54	2%
Janitor	15.21	15.51	2%	15.82	2%	16.14	2%
Job Leader	18.70	19.07	2%	19.46	2%	19.84	2%
Machinist	18.02	18.38	2%	18.75	2%	19.12	2%
Maintenance Tech - Helper	15.53	15.84	2%	16.16	2%	16.48	2%
Maintenance Tech I	16.53	16.86	2%	17.20	2%	17.54	2%
Maintenance Tech II	16.99	17.53	3%	18.08	3%	18.64	3%
Meter Serviceman III	16.19	16.51	2%	16.84	2%	17.18	2%
Meter Serviceman IV	16.81	17.15	2%	17.49	2%	17.84	2%
Operator I	15.92	16.24	2%	16.56	2%	16.89	2%
Operator II	16.24	16.81	4%	17.15	2%	17.49	2%
Operator III	16.57	16.90	2%	17.24	2%	17.58	2%
Payment Processor - Lead	15.43	15.74	2%	16.05	2%	16.37	2%
Utility Operator	15.23	15.53	2%	15.85	2%	16.16	2%

Changes from Ordinance No. 10267-13, passed October 30, 2013

- (1) - rate of \$18.73 per hour during 2013. Increase by 2% each year for 2014 through 2016.
- (2) - actual rate paid of \$16.93 per hour during 2013. Increase by 2% each year for 2014 through 2016.
- (3) - rate of \$18.50 per hour during 2013. Increase by 2% each year for 2014 through 2016.

BILL 54-15
POLICE

ORDINANCE NO. 10378-15

BILL NO. 54-15

AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND, INDIANA, RE-AFFIRMING ORDINANCE NO. 10332-14 AND FIXING THE ANNUAL PAY AND MONETARY FRINGE BENEFITS OF SWORN MEMBERS OF THE SOUTH BEND POLICE DEPARTMENT FOR CALENDAR YEAR 2016

STATEMENT OF PURPOSE AND INTENT

The South Bend Common Council, pursuant to *Indiana Code* § 36-8-3-3, established the annual compensation and monetary fringe benefits of the South Bend Common Council following successful labor negotiations with representatives of South Bend Fraternal Order of Police Lodge No. 36 in 2014. The total wage, monetary fringe benefits and working conditions package was ratified by voting members of the Lodge which resulted in the South Bend Common Council passing Ordinance No. 10332-14 on October 27, 2014.

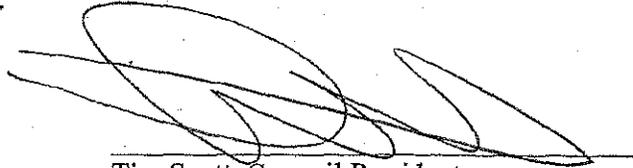
Ordinance No. 10332-14 set forth the annual pay and monetary fringe benefits for both calendar years 2015 and 2016, and also established maximum annual pay and monetary fringe benefits for upper level policy making positions in the South Bend Police Department as defined in *Indiana Code* § 36-8-1-12.

This ordinance formally re-affirms all provisions of Ordinance No. 10332-14 in its entirety for the 2016 calendar year.

Now, Therefore, be it ordained by the Common Council of the City of South Bend, Indiana, as follows:

Section I. The annual pay and monetary fringe benefits established for all sworn members of the South Bend Police Department, including all upper level policy making positions in the Department, are hereby fixed and re-affirmed for the 2016 calendar year. The annual pay and monetary fringe benefits were originally established in Ordinance No. 10332-14 by the South Bend Common Council, when it passed said ordinance on October 27, 2014. A copy of Ordinance No. 10332-14 is attached hereto and included herein by reference.

Section II. This ordinance shall be in full force and effect from and after its passage by the Common Council, approval by the Mayor and legal publication.



Tim Scott, Council President
South Bend Common Council

Attest:



John Voorde, City Clerk

Presented by me to the Mayor of the City of South Bend, Indiana, on the 12th day of October, 2015 at 2:30 o'clock P. M.



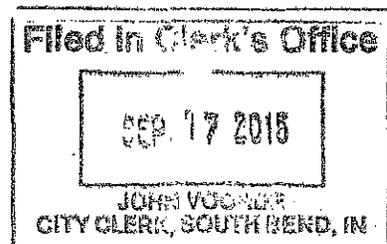
Janice Talboom, Deputy City Clerk

Approved and signed by me to the Mayor of the City of South Bend, Indiana, on the 13th day of October, 2015 at 4:30 o'clock P. M.



Pete Buttigieg, Mayor
City of South Bend, Indiana

1st READING 9-28-15
PUBLIC HEARING 10-12-15
3rd READING 10-12-15
NOT APPROVED
REFERRED
PASSED 10-12-15





Common Council
City of South Bend Indiana
Tim Scott, Common Council President
4th Floor County-City Building
227 West Jefferson Boulevard
South Bend, Indiana 46601
(574) 235-9173 Facsimile

(574) 235-9321

(574)235-5567 TTY/TDD

September 16, 2015

The South Bend Common Council
4th Floor County-City Building
South Bend, Indiana 46601

Re: Re-Affirmation of the Annual Pay and Monetary Fringe Benefits for the South Bend Police Department

Dear Council Members:

On October 27, 2014, the South Bend Common Council passed Ordinance No. 10332-14, which established the annual pay and monetary fringe benefits for all sworn members of the South Bend Police Department for calendar years 2015 and 2016. This action followed successful labor negotiations between the City Advisory Negotiating Team which included Council Members Karen L. White, Dr. Fred Ferlic and myself, members from the Police Department and City Administration working with our Agents who negotiated with the FOP Negotiating Team and their Agent.

As noted at the September 2, 2015 Personnel and Finance Committee when the South Bend Police Department budget for calendar year 2016 was presented, all annual pay amounts and monetary fringe benefits set forth in their proposed budget reflect the exact amounts originally established in Ordinance No. 10332-14. The attached ordinance re-affirms all of those monetary amounts and programs for the 2016 calendar year.

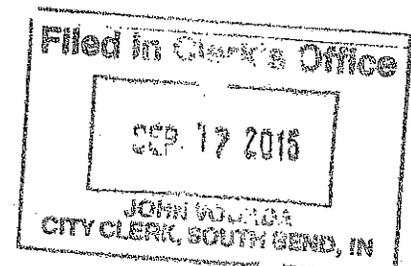
I recommend that the proposed ordinance be referred to the Personnel and Finance Committee for review and recommendation and be set for 2nd & 3rd readings and public hearing at the October 12th Common Council meeting. Thank you.

Most sincerely,


Tim Scott, Council President

Attachment

cc: Police Chief Ron Teachman
Leo T. Blackwell, FOP Agent/Negotiator
Kathleen Cekanski Farrand, SBCC Agent/Negotiator



Ordinance No. 60332-14

Substitute Bill No. 54-14

**AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND,
INDIANA, FIXING THE ANNUAL PAY AND MONETARY FRINGE BENEFITS OF
SWORN MEMBERS OF THE SOUTH BEND POLICE DEPARTMENT FOR
CALENDAR YEARS 2015 AND 2016**

STATEMENT OF PURPOSE AND INTENT

The South Bend Common Council, pursuant to *Indiana Code* § 36-8-3-3, ¶ (d) is charged with establishing before November 1st, the annual compensation of the South Bend Police Department.

On March 5, 2014, Dan Demler, the President of South Bend FOP Lodge # 36 informed the City of their interest to enter into negotiations. Thereafter, the South Bend Common Council and the Board of Public Safety adopted separate Resolutions which designated their respective agents for the negotiations.

The City's Advisory Negotiating Team's membership includes Council Member Dr. Fred Ferlic, Council Member Tim Scott, Council Member Karen L. White, Division Chief Scott Ruszkowski, Division Chief Stephen Smith, Division Chief Gary Horvath, City Controller John Murphy, Human Resources Director Janet Cadotte, Board of Public Safety Agent Cory Hamel and Council Agent Kathleen Cekanski Farrand.

The Fraternal Order of Police South Bend Lodge No. 36 Negotiating Team's membership includes Sergeant Dan Demler, FOP President; Patrolman 1st Class Harvey Mills, FOP Vice-President; Lieutenant Steve Noonan, Past FOP President; Sergeant Cori Bair; Patrolman 1st Class Chad Goben, and Leo T. Blackwell, Legal Counsel.

This ordinance reflects the proposals discussed and tentatively agreed to during negotiations by the respective negotiating teams. It sets forth the recommended salaries and other monetary fringe benefits to be paid to the sworn members and officers of the South Bend Police Department in calendar years 2015 and 2016. This ordinance is believed to be in the best interests of the Police Department and the best interests of the City of South Bend.

*Now Therefore be it ordained by the Common Council of the City of South Bend
Indiana as follows:*

Section I. Recognition. The South Bend Common Council recognizes the negotiating team which represents the Fraternal Order of Police South Bend Lodge No. 36, as the sole bargaining agent for the sworn members of the South Bend Police Department for purposes of negotiating annual pay, monetary fringe benefits and other monetary items which are addressed in

this ordinance, excepting the Police Chief, the Division Chiefs, and the Captains, who are governed by *Indiana Code* § 36-8-1-12.

Section II. Annual Pays; Recruit Pay; Lateral Entry; and Career Development Incentive Programs.

(a) Annual Pay for Sworn Members of the South Bend Police Department. Annual pay for the sworn members of the South Bend Police Department, including upper level policy making positions defined by *Indiana Code* § 36-8-1-12 for calendar years 2015 and 2016 shall be set as follows:

<u>Rank</u>	<u>2015</u>	<u>2016</u>	
Police Chief	\$94,095	\$95,977	+ 2.0 %
Division Chiefs	\$79,165	\$80,748	+ 2.0 %
Captains	\$68,320	\$69,686	
Lieutenants	\$59,400	\$61,390	+ 3.4 %
Sergeants	\$57,185	\$59,101	+ 3.4 %
Patrolman 1 st Class	\$54,281	\$55,475	+ 2.2 %
Patrolman 2 nd Class	\$48,685	\$49,756	
Patrolman 3 rd Class	\$44,130	\$45,101	

(b) Police Recruit Annual Pay. A Recruit of the South Bend Police Department shall be classified separately from sworn members of the Department. A Recruit shall complete the State of Indiana training program or its equivalent and commence duties as an officer before being sworn in as an officer of the South Bend Police Department. The maximum annual pays of a Police Department Recruit shall be as follows:

2015: \$44,130 2016: \$45,101

(c) Lateral Entry Program. The Common Council authorizes the South Bend Police Department to offer between three thousand five hundred dollars (\$3,500.00) to five thousand dollars (\$5,000) as a one-time bonus to any individual found to be eligible and qualified to be a candidate on the Department who has the requisite law enforcement experience and certification(s) for such a lateral entry onto the South Bend Police Department. Any sworn member who received monies pursuant to this Lateral Entry Program and who leaves employment from the South Bend Police Department before his/her one (1) year anniversary with the Department, shall be required to pay back to the South Bend Police Department any and all lateral bonus monies received.

(d) Police Officer Recruitment Bonus Program. Effective January 1, 2015, the South Bend Police Department shall begin to implement a Police Officer Recruitment Bonus Program. Any sworn member of the South Bend Police Department as of that date, who assists in the recruitment and hiring of any full-time new sworn police officer, may be eligible upon Department verification of each of the stages listed below:

1. Upon an individual, who has been recruited by a South Bend Police Department sworn member, graduating from the 15-week Indiana Law Enforcement Academy in Plainfield, Indiana, the sum of one hundred fifty dollars (\$150.00) shall be earmarked for payment for that sworn member of the South Bend Police Department who assisted in the recruitment.
2. Upon that individual then successfully completing the Field Training Program (FTO), the sum of three hundred fifty dollars (\$350.00) shall be earmarked for that sworn member of the South Bend Police Department who assisted in the recruitment.
3. For the sworn member of the South Bend Police Department to be eligible to receive the bonuses described above, the candidate who recruited the candidate must have successfully completed the specified phase of the hiring process and be hired by the South Bend Police Department as a full-time sworn member. Any sworn member of the South Bend Police Department desiring to participate in the Police Officer Recruitment Bonus Program shall be required to timely complete all required forms with the Department, and upon verification of his/her recruited candidate successfully meeting the hiring standards, processing for payment of the recruitment bonus shall commence.

All Police Department regulations governing this program must be complied with by the sworn member of the South Bend Police Department in order for him/her to be qualified and eligible to be paid under this program.

(e) Lateral Police Officer Recruitment Incentive Program. Effective January 1, 2015, the South Bend Police Department shall begin to implement a Lateral Police Officer Recruitment Incentive Program. Any sworn member of the South Bend Police Department as of that date, who verifiably assists in the recruitment and hiring of any new full-time lateral sworn police officer is eligible for a one-time bonus payment of five hundred dollars (\$500.00). Said bonus shall only be processed for payment upon the following conditions being met:

1. The lateral police officer candidate successfully completed a Law Enforcement Training Board-certified 40-hour Pre-Basic Course, and is hired as a full-time sworn member of the South Bend Police Department;
2. Verification of the sworn member's recruitment activities and his/her timely completion of all required forms with the South Bend Police Department;
3. The sworn member, who recruited the lateral police officer candidate, completed the annual mandatory training program addressing domestic violence, use of force training, fire arms training and emergency vehicle operations training; and

4. All Police Department regulations governing this program must have been complied with by the sworn member of the South Bend Police Department in order for him/her to be qualified and eligible to be paid under this program.

(f) Police Officer Education Incentive Program. Effective January 1, 2015, the South Bend Police Department shall begin to implement a Police Officer Educational Incentive Program. In order to be eligible under this program, a person must be classified as a full-time South Bend Police Department sworn member, must have successfully completed at least one (1) year of full-time service on the South Bend Police Department, and must have completed the annual mandatory training program addressing domestic violence, use of force, fire arms training, emergency vehicle operations training; and provided all of the documentation which verify the completion of the following degrees/hours:

<u>Required Documentation</u>	<u>2015</u>	<u>2016</u>
Associate Degree or 60 credit hours	\$350	\$450
Bachelors Degree (BS/BA)	\$500	\$600
Masters Degree or higher (JD, PhD, etc.)	\$750	\$850

Written proof from the educational institution certifying the completion of such degree and/or hours, along with compliance with all Police Department regulations governing this program by the sworn member of the South Bend Police Department is required in order for a him/her to be eligible to be paid under this program. Qualifying sworn members shall be paid at the highest degree only, with such payment being made in December of each calendar year.

(g) Former U.S. Military Recruitment and Retention Incentive Programs.¹ Effective January 1, 2015, the South Bend Police Department shall begin to implement the following Former U.S. Military Recruitment and Retention Incentive Programs.

1. *One-Time Military Recruitment Bonus:* In order to be eligible for a one-time military recruitment bonus, which may be offered to any individual found to be eligible and qualified, who has prior active duty service with the Armed Services and received an Honorable Discharge from a branch of the U.S. military and desires to join the South Bend Police Department as a full-time sworn member after January 1, 2015, said individual would be eligible to one

¹ The International Association of Chiefs of Police (IACP) in partnership with the U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance (BJA), has published a guidebook for service members who are transitioning out of the military and are considering a law enforcement career. That publication entitled *Combat Veterans & Law Enforcement: A Transition Guide for Veterans Beginning or Continuing Careers in Law Enforcement* is available at <http://www.theiacp.org/vets2cops>

- (1) of the following bonus incentive payment amounts upon graduating from the 15-week Indiana Law Enforcement Academy in Plainfield, Indiana:

	<u>2015</u>	<u>2016</u>
Two (2) years of past U.S. military active duty service	\$350.00	\$450.00
Four (4) years of past U.S. military active duty service	\$500.00	\$600.00
Six (6) or more years of past U.S. military active duty service	\$750.00	\$850.00

Such one-time bonus incentive payment shall be paid at the highest year of U.S. military active duty service experience only, upon proof of such service and tenure being substantiated and verified utilizing the submission by the person requesting the bonus of the Report of Separation, DD-214 issued by the Defense Department. Any person, who received such a bonus incentive payment and who leaves his/her employment with the South Bend Police Department before his/her one (1) year anniversary with the Department, shall be required to pay back to the South Bend Police Department any and all bonus monies received under this program.

2. *Police Officer Recruitment Bonus Program for Recruiting Former U.S. Military Service Member.* Any sworn member of the South Bend Police Department employed with the Department as of January 1, 2015, who verifiably assists in the recruitment and hiring of any new full-time sworn police officer who is a former U.S. military service member is eligible for a one-time bonus payment of five hundred dollars (\$500.00). Said bonus would only be processed for payment upon the following conditions being met:

- i. The former U.S. military service member who is a police officer candidate successfully completed a Law Enforcement Training Board-certified 40-hour Pre-Basic Course, and is hired as a full-time sworn member of the South Bend Police Department;
- ii. Verification of the sworn member's recruitment activities and his/her timely completion of all required forms with the South Bend Police Department;
- iii. The sworn member who recruited the former U.S. military service member who is a police officer candidate completed the annual mandatory training program addressing domestic violence, use of force training, fire arms training and emergency vehicle operations training; and
- iv. All Police Department regulations governing this program must have been complied with by the sworn member of the South Bend Police Department in order for him/her to be qualified and eligible to be paid under this program.

3. *Former U.S. Military Retention Incentive Program.* Effective January 1, 2015, a former U.S. Military Retention Incentive Program shall begin to be implemented in the South Bend Police Department. In order to be eligible, a sworn member of the Department must have successfully completed at least one (1) year of full-time service on the Department and must have completed the annually mandatory training program addressing domestic violence, fire arms training and emergency vehicle operations training, and provide documentation as required by this section with qualified sworn members being entitled to the following:

	<u>2015</u>	<u>2016</u>
Two (2) years of past U.S. military active duty service experience	\$350.00	\$450.00
Four (4) years of past U.S. military active duty service experience	\$500.00	\$600.00
Six (6) years or more past U.S. military active duty service exp.	\$750.00	\$850.00

Such bonus incentive retention payments shall be paid at the highest year of U.S. military active duty service experience only. Proof of such U.S. military service and tenure must be substantiated and verified by utilizing the Report of Separation, DD-214 issued by the Defense Department. Qualifying sworn members shall be paid said bonus in December of each calendar year.

(h) Police Recruitment Relocation to South Bend Incentive. Any new full-time sworn member of the South Bend Police Department who is employed after January 1, 2015, would be eligible to apply for a Police Recruitment Relocation to South Bend Incentive, so long as his/her new personal residential address is located within the South Bend City limits. This relocation bonus may not exceed one thousand five hundred dollars (\$1,500.00) for each qualifying full-time sworn member in calendar year 2015 and may not exceed two thousand dollars (\$2,000.00) for each qualifying full-time sworn member in calendar year 2016.

Section III. Additional Areas of Compensation.

(a) Maximum Amounts. All monetary amounts set forth in this ordinance shall be the maximum amounts permitted in each calendar year addressed.

(b) City Residency Incentives. Sworn members and officers of the South Bend Police Department, who establish verified legal residence within any neighborhood within the City of South Bend city limits and reside on a continuous permanent basis within the South Bend city limits, and comply any additional department governing regulations on this topic shall be entitled to the following residency incentive bonus:

<u>2015:</u>	\$400 maximum payable on or before December 15, 2015
<u>2016:</u>	\$400 maximum payable on or before December 15, 2016

(c) Court Time Pay: If an officer or sworn member of the South Bend Police Department is subpoenaed to court or is ordered to appear at any given location to validate a complaint or warrant, and if that officer or sworn member is off-duty, that officer or sworn member shall be paid overtime. Such court time pay shall be paid at the overtime rate of pay. Such officer or sworn member shall receive a minimum of four (4) hours of pay for appearing on his or her scheduled day off; and a minimum of two (2) hours of pay for appearing when off-duty on a regular scheduled workday.

(d) Overtime Pay: If a sworn member is required to remain on duty in excess of the regularly scheduled workday, he or she shall be entitled to overtime pay. Such sworn member shall be paid at the rate of one and one-half (1 ½) times his or her regular rate of pay. Overtime shall be calculated by quarter-hour increments.

(e) Critical Duty Day Pay Stipend: A critical duty day pay stipend is continued in the amount of one hundred fifty and 11/100 dollars (\$150.00). There shall be seven (7) Critical Duty Days established by the Board of Public Safety by proper Board Resolutions for calendar years 2015 and 2016. Officers and sworn members assigned to the Family Violence/Special Victim's Unit, Country Metro Homicide or the South Bend Community School Corporation, while so assigned, shall not be eligible for the Critical Duty Day pay stipend, while working as a part of his or her regular duty assignments.

(f) Shift Premium Pays: An officer or sworn member scheduled to work any of the following types of detail shall be entitled to the following shift premium pays for such work:

<u>Type of Detail</u>	<u>2015</u>	<u>2016</u>
Afternoons	\$ 850	\$ 850
Detective Bureau (nights)	\$ 850	\$ 850
Midnights	\$1,450	\$1,450
Half Shift Detail	\$ 425	\$ 425
Street Crimes	\$ 425	\$ 425

(g) Seniority-Shift Incentive Premium Pays: An officer or sworn member scheduled to work any of the following types of detail shall be entitled to the following shift premium pays for such work:

<u>Type of Detail</u>	<u>2015</u>	<u>2016</u>
Afternoons 2 nd Detail 8 years or more of service	\$1,100	\$1,100
Midnights 3 rd Detail 8 years or more of service	\$1,400	\$1,400

(h) Special Duty Pays: An officer or sworn member who is qualified and scheduled to work in special hazardous duty and/or highly specialized areas of service, shall be entitled to receive Special Duty Pay for such assigned and designated specialties:

<u>Type of Special Duty</u>	<u>2015</u>	<u>2016</u>
Street Crimes	\$ 900	\$ 900
SOS	\$1,150	\$1,150
K-9 Unit	\$1,150	\$1,150
SWAT	\$1,150	\$1,150
Bomb Technician	\$1,150	\$1,150
Hostage Negotiator	\$ 800	\$ 800
Uniform Crime Scene Technician	\$1,000	\$1,000
Uniform Sergeant Pro-Pay	\$ 450	\$ 450
Rapid Response (RRT)	\$ 450	\$ 450
Diagramer	\$ 450	\$ 450
Certified Meth Technician	\$ 600	\$ 600

(i) LEP Specialty Pay: A Limited English Proficiency (LEP) Program overseen by the City's Human Resources Director or his/her designee shall monitor the Department's requirements. All qualifying sworn members who meet the requirements and who are regularly assigned to perform LEP duties shall be paid the following specialty pay in a lump sum in the last payroll in December of each year of such assignment:

	<u>2015</u>	<u>2016</u>
Limited English Proficiency (LEP)	\$400	\$400

(j) Detective Classification Pay: A qualifying sworn member within the pay classification of Sergeant who has been assigned to be an Investigator on a continuing basis and who began receiving pay under a previous salary ordinance for such work as an Investigator in the Investigative Division is considered grandfathered. Such qualifying Sergeant shall continue to receive an additional annual pay in the amount of six hundred sixty three and 00/100 dollars (\$663.00) in calendar years 2015 and 2016. Said pay shall be paid on a divisible amount which is paid on a bi-weekly basis. Said pay shall be prorated in any year a qualifying Sergeant retires, resigns or otherwise leaves employment.

(k) Investigator Pro-Pay: A qualified 1st Class Patrolman, who is assigned to be an Investigator on a continuing basis, shall be paid at a rate equivalent to the pay of a Sergeant.

(l) Field Training Officer (FTO) Pay: A qualified Field Training Officer (FTO) shall be entitled to forty and 00/100 dollars (\$40.00) per day for each day which such person is qualified, assigned and performs field training activities with new recruits.

(m) Annual Cash Allowance: Officers and sworn members shall receive the following annual cash allowance amounts. One-fourth (1/4) of the annual sums listed shall be paid each calendar quarter:

2015: \$1,400 2016: \$1,400

(n) Longevity Pays: Qualifying officers and sworn members holding the rank of 1st Class Patrolman and above, shall receive addition compensation in recognition of cumulative service on the South Bend Police Department. Such longevity pays shall be paid in the following amounts in 2015 and 2016:

<u>Cumulative Years of Service on SBPD</u>	<u>Commencement Date</u>	<u>2015</u>	<u>2016</u>
10-14 years	Beginning 11 th year	\$ 700	\$ 750
15-19 years	Beginning 16 th year	\$1,200	\$1,250
20 years and over	Beginning 21 st year	\$1,750	\$1,800

(o) Tuition Reimbursement: Qualifying officers and sworn members of the South Bend Police Department who participate in the Tuition Reimbursement Program shall be entitled to the following maximum dollar amount(s) for approved course tuition:

<u>Course Grade</u>	<u>Maximum Amount Reimbursed by the City of South Bend</u>
A	100% of tuition costs only up to a maximum of \$1,500
B	75% of tuition costs only up to a maximum of \$1,000
C	50% of tuition costs only up to a maximum of \$ 500

Officers and sworn members who wish to participate in this program must give notice to the Services Division Chief prior to registering for a course which has tuition fees, so that funds may be earmarked for potential tuition reimbursement on a "first come, first serve" basis up to the maximum amount budgeted for such purposes for each calendar year by the Common Council. Tuition reimbursement shall be limited to a maximum reimbursement amount of \$2,500 per calendar year to any officer or sworn member participating in the program. All governing regulations must be complied with by any officer or sworn member who participates in the program as a condition of being paid any tuition reimbursement.

(p) Voluntary Physical Fitness Program: The Common Council continues the authorization previously set forth in Ordinance No. 10042-10 and Ordinance No. 10192-12 to implement a voluntary physical fitness program during 2015 and 2016, which may have the potential of any officer and/or sworn member of the South Bend Police Department who qualifies under the governing policies and procedures implemented by the Department to earn up to a maximum of one (1) personal day per calendar year. Such personal day may not be used, if such usage results in overtime costs to the City.

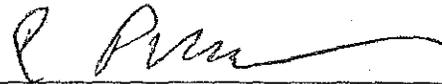
(q) On-Call Duty Pays: Each of the following On-Call Duty Pay categories shall be allotted six hundred fifty 00/100 dollars (\$650.00) per category per year for calendar years 2015 and 2016, and shall be divided among the assigned police officers in each of these categories. Such division of pay shall be determined according to the frequency of assigned on-call days in the respective category and shall be paid on a quarterly basis. The On-Call Duty Pay categories are as follows:

Section V. Effective Date.

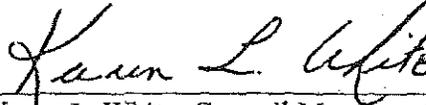
This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.



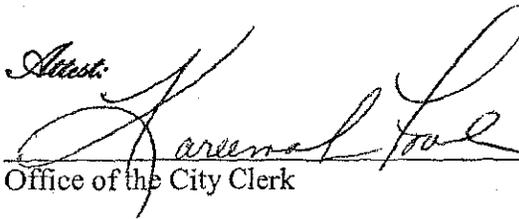
Tim Scott, 1st District Council Member
City Advisory Negotiating Team Member



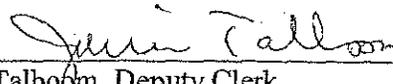
Dr. Fred Ferlic, 4th District Council Member
City Advisory Negotiating Team Member



Karen L. White, Council Member at Large
City Advisory Negotiating Team Alternate Member

Attest:

Office of the City Clerk

Presented by me to Pete Buttigieg, Mayor of the City of South Bend, Indiana, on the 28th day of October, 2014, at 11:30 o'clock a. m



Janice Talbot, Deputy Clerk
Office of the City Clerk

Approved and Signed by me to Mark Neal, Deputy Mayor of the City of South Bend, Indiana, on the 28th day of October, 2014, at 6:30 o'clock p. m



Pete Buttigieg, Mayor of the City of South Bend

1st READING 9-22-14
PUBLIC HEARING 10-27-14 as substituted
3rd READING 10-27-14 as substituted
NOT APPROVED
REFERRED
PASSED 10-27-14 as substituted

Filed in Clerk's Office
OCT 27 2014
JOHN VOORDE
CITY CLERK, SOUTH BEND, IN



Common Council

City of South Bend Indiana
Tim Scott, Common Council President
4th Floor County-City Building
227 West Jefferson Boulevard
South Bend, Indiana 46601
(574) 235-9173 Facsimile

(574) 235-9321

(574)235-5567 TTY/TDD

September 16, 2015

The South Bend Common Council
4th Floor County-City Building
South Bend, Indiana 46601

Re: Re-Affirmation of the Annual Pay and Monetary Fringe Benefits for the South Bend Police Department

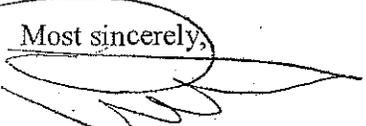
Dear Council Members:

On October 27, 2014, the South Bend Common Council passed Ordinance No. 10332-14, which established the annual pay and monetary fringe benefits for all sworn members of the South Bend Police Department for calendar years 2015 and 2016. This action followed successful labor negotiations between the City Advisory Negotiating Team which included Council Members Karen L. White, Dr. Fred Ferlic and myself, members from the Police Department and City Administration working with our Agents who negotiated with the FOP Negotiating Team and their Agent.

As noted at the September 2, 2015 Personnel and Finance Committee when the South Bend Police Department budget for calendar year 2016 was presented, all annual pay amounts and monetary fringe benefits set forth in their proposed budget reflect the exact amounts originally established in Ordinance No. 10332-14. The attached ordinance re-affirms all of those monetary amounts and programs for the 2016 calendar year.

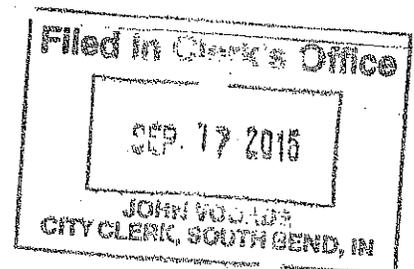
I recommend that the proposed ordinance be referred to the Personnel and Finance Committee for review and recommendation and be set for 2nd & 3rd readings and public hearing at the October 12th Common Council meeting. Thank you.

Most sincerely,


Tim Scott, Council President

Attachment

cc: Police Chief Ron Teachman
Leo T. Blackwell, FOP Agent/Negotiator
Kathleen Cekanski Farrand, SBCC Agent/Negotiator



A 55-15
FIRE

ORDINANCE NO. 10379-15

BILL NO. 55-15

AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND, INDIANA, RE-AFFIRMING ORDINANCE NO. 10333-14 AND FIXING THE ANNUAL PAY AND MONETARY FIRNGE BENEFITS OF SWORN MEMBERS OF THE SOUTH BEND FIRE DEPARTMENT FOR CALENDAR YEAR 2016

STATEMENT OF PURPOSE AND INTENT

The South Bend Common Council, pursuant to *Indiana Code* § 36-8-3-3, established the annual compensation and monetary fringe benefits of the South Bend Common Council following successful labor negotiations with representatives of South Bend Firefighter's Local Union No. 362 in 2014. The total wage, monetary fringe benefits and working conditions package was ratified by voting members of the Fire Union which resulted in the South Bend Common Council passing Ordinance No. 10333-14 on October 27, 2014.

Ordinance No. 10333-14 set forth the provisions of a 3-year agreement establishing the annual pay and monetary fringe benefits for calendar years 2015, 2016, and 2017, and also established maximum annual pay and monetary fringe benefits for upper level policy making positions in the South Bend Fire Department as defined in *Indiana Code* § 36-8-1-12.

This ordinance formally re-affirms all provisions of Ordinance No. 10333-14 in its entirety for the 2016 calendar year.

Now, Therefore, be it ordained by the Common Council of the City of South Bend, Indiana, as follows:

Section I. The annual pay and monetary fringe benefits established for all sworn members of the South Bend Fire Department, including all upper level policy making positions in the Department, are hereby fixed and re-affirmed for the 2016 calendar year. The annual pay and monetary fringe benefits were originally established in Ordinance No. 10333-14 by the South Bend Common Council, when it passed said ordinance on October 27, 2014. A copy of Ordinance No. 10333-14 is attached hereto and included herein by reference.

Section II. This ordinance shall be in full force and effect from and after its passage by the Common Council, approval by the Mayor and legal publication.



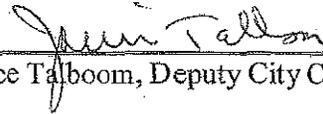
Tim Scott, Council President
South Bend Common Council

Attest:



John Voorde, City Clerk

Presented by me to the Mayor of the City of South Bend, Indiana, on the 13th day of October, 2015 at 2:55 o'clock p. m



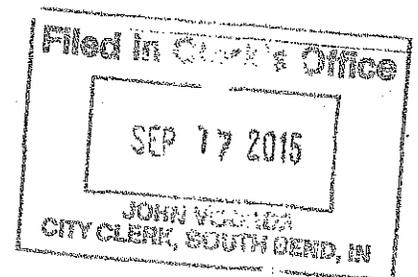
Janice Talboom, Deputy City Clerk

Approved and signed by me to the Mayor of the City of South Bend, Indiana, on the 13th day of October, 2015 at 4:30 o'clock p. m



Pete Buttigieg, Mayor
City of South Bend, Indiana

1st READING 9-28-15
PUBLIC HEARING 10-12-15
3rd READING 10-12-15
NOT APPROVED
REFERRED
PASSED 10-12-15





Common Council

City of South Bend Indiana
Tim Scott, Common Council President
4th Floor County-City Building
227 West Jefferson Boulevard
South Bend, Indiana 46601
(574) 235-9173 Facsimile

(574) 235-9321

(574)235-5567 TTY/TDD

September 16, 2015

The South Bend Common Council
4th Floor County-City Building
South Bend, Indiana 46601

Re: Re-Affirmation of the Annual Pay and Monetary Fringe Benefits for the South Bend Fire Department

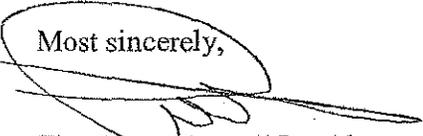
Dear Council Members:

On October 27, 2014, the South Bend Common Council passed Ordinance No. 10333-14, which established the annual pay and monetary fringe benefits for all sworn members of the South Bend Fire Department for calendar years 2015, 2016 and 2017. This action followed successful labor negotiations between the City Advisory Negotiating Team which included Council Members Derek D. Dieter and Gavin Ferlic, members from the Fire Department and City Administration working with our Agents who negotiated with the Fire Union Negotiating Team and their Agent.

As noted at the September 8, 2015 Personnel and Finance Committee when the South Bend Fire Department budget for calendar year 2016 was presented, all annual pay amounts and monetary fringe benefits set forth in their proposed budget reflect the exact amounts originally established in Ordinance No. 10333-14. The attached ordinance re-affirms all of those monetary amounts and programs for the 2016 calendar year, which were originally part of the ratified 3-year agreement.

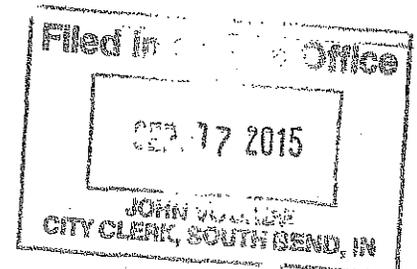
I recommend that the proposed ordinance be referred to the Personnel and Finance Committee for review and recommendation and be set for 2nd & 3rd readings and public hearing at the October 12th Common Council meeting. Thank you.

Most sincerely,


Tim Scott, Council President

Attachment

cc: Fire Chief Steve Cox
Tim Curran, Fire Union Agent
Kathleen Cekanski Farrand, Council Agent



Ordinance No. 60333-14

Substitute Bill No. 55-14

**AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND,
INDIANA, FIXING THE ANNUAL PAY AND MONETARY FRINGE BENEFITS OF
SWORN MEMBERS OF THE SOUTH BEND FIRE DEPARTMENT FOR
CALENDAR YEARS 2015, 2016, AND 2017**

STATEMENT OF PURPOSE AND INTENT

The South Bend Common Council, pursuant to *Indiana Code* § 36-8-3-3, ¶ (d) is charged with establishing before November 1st, the annual compensation of the South Bend Fire Department.

On March 24, 2014, Chris Baker, the Vice-President of South Bend Firefighter's Association informed the City of their interest to enter into negotiations. Thereafter, the South Bend Common Council and the Board of Public Safety adopted separate Resolutions which designated their respective agents for the negotiations.

The City's Advisory Negotiating Team's membership includes Council Member Derek D. Dieter, Council Member Gavin Ferlic, Assistant Chief Todd Skwarcan, Assistant Chief Jim Lopez, Battalion Chief "A" Shift Dave Maenhout, City Controller John Murphy, Human Resources Director Janet Cadotte, Board of Public Safety Agent Cory Hamel and Council Agent Kathleen Cekanski Farrand.

The South Bend Firefighter's Local Union # 362 Negotiating Team's membership includes Captain Jim Weinberg, Union President; Captain Chris Baker, Union Vice-President, Captain Mike Lagodney, Steward; Captain Russ Buysse, Pump Engineer and 1st Driver Ryan Takacs; and Tim Curran, Legal Counsel.

This ordinance reflects the proposals discussed during negotiations which were tentatively agreed to by the respective negotiating teams. It sets forth the recommended salaries and other monetary benefits to be paid to the sworn members of the South Bend Fire Department in calendar years 2015, 2016 and 2017. This ordinance is believed to be in the best interests of the Fire Department and the best interests of the City of South Bend.

*Actis Theropis le it. exhibuit by the Common Council of the City of South Bend
Induence, as follows:*

Section I. Recognition. The South Bend Common Council recognizes the negotiating team which represents the South Bend Firefighters' Association Local No. 362 of the International Association of Firefighters, AFL-CIO, as the sole bargaining agent for the sworn members of the South Bend Fire Department for purposes of negotiating annual pay, monetary fringe benefits and

other monetary items which are addressed in this ordinance, excepting the Fire Chief, the Assistant Fire Chiefs, and the Battalion Chiefs, who are governed by *Indiana Code* § 36-8-1-12.

Section II. Annual Maximum Salaries.

(a) Definitions: For purposes of this ordinance, "Salary Classifications" mean Categories for salary and annual pay purposes only. "Rank" does not mean salary classification.

(b) Annual Pay for Sworn Members of the South Bend Fire Department: Maximum annual pays for the sworn members of the South Bend Fire Department, including upper level policy making positions defined by *Indiana Code* § 36-8-1-12 for calendar years 2015, 2016 and 2017 shall be set as follows:

<u>Salary Classification</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	
Fire Chief	\$94,095	\$95,977	\$97,897	+2.0%
Assistant Fire Chiefs	\$79,165	\$80,748	\$82,363	+2.0%
Battalion Chiefs	\$68,320	\$69,686	\$71,080	+2.0%
Captains	\$58,323	\$59,781	\$61,276	+2.5%
Firefighter 1 st Class	\$54,268	\$55,462	\$56,682	+2.2%
Firefighter 2 nd Class	\$48,187	\$49,247	\$50,330	+2.2%
Firefighter 3 rd Class	\$39,858	\$40,735	\$41,631	+2.2%

(c) Annual Pay for Firefighter Recruit: The maximum annual pay for a Firefighter Recruit of the South bend Fire Department shall be as follows:

2015: \$38,146 2016: \$38,985 2017: \$39,843

(d) Salaries for Non-Rank Specialties: Qualified sworn members of the South Bend Fire Department who are regularly assigned to perform any of the following non-rank specialties, shall be paid as follows:

<u>Non-Rank Specialties</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
Arson Investigators	\$58,323	\$59,781	\$61,276
Inspectors	\$58,323	\$59,781	\$61,276
Instructors	\$58,323	\$59,781	\$61,276
Lieutenant/Paramedic	\$55,367	\$56,585	\$57,830
Pump Engineer/First Driver	\$55,188	\$56,402	\$57,643

It is the continuing intent of the city to eliminate the non-rank specialty of "Lieutenant/Paramedic" by attrition.

Section III. Additional Areas of Compensation.

(a) Maximum Amounts. All monetary amounts set forth in this ordinance shall be the Maximum amounts permitted in each calendar year addressed.

(b) City of South Bend Residency Incentives. Qualifying sworn members and upper level policy making positions of the South Bend Fire Department, who establish and maintain legal residence within any neighborhood within the City of South Bend city limits and reside on a continuous permanent basis within the South Bend city limits, and comply with the governing regulations for such compliance shall be entitled to the following bonuses:

- 2015: \$400 maximum payable on or before December 15, 2015
- 2016: \$400 maximum payable on or before December 15, 2016
- 2017: \$400 maximum payable on or before December 15, 2017

Said bonus amounts shall be pro-rated in the event that a qualifying sworn member or upper level policy making person moves into the South Bend city limits after the beginning of the calendar year or moves out of the South Bend city limits during a calendar year.

Section IV. Specialty Pays.

(a) EMS Incentives and Seat Pay. Monetary incentives and seat pay shall be paid to the sworn members of the South Bend Fire Department who meet the Fire Department's requirements and are assigned to perform such special duties which are verified by the department. Unless indicated otherwise, all specialty pays shall be prorated to the date of the regular assignment for such specialty duty or duties and paid accordingly. A qualifying sworn member performing any of the following specialties shall be paid at the highest certification/licensing only.

<u>Assignment</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
Field Training Officer (FTO)	\$850	\$850	\$850
Lead Paramedic Incentive	\$1,000	\$1,000	\$1,000

Qualified members of the South Bend Fire Department, who are assigned to fill minimum staffing positions on a South Bend Fire Department ambulance or non-transport chase vehicle, shall be paid the following seat pay stipends according to their highest certification/licensing level:

<u>Certification/License</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
Lead Paramedic	\$50.00	\$50.00	\$50.00
Non-Lead paramedic and below	\$42.25	\$42.25	\$42.25

These daily stipends shall be prorated to hours worked.

(b) Special Operation Team Specialty Pays. The following specialty pays shall be paid to the sworn members of the South Bend Fire Department who meet the Fire Department's requirements for each specialty and who are regularly assigned to perform such special duties. All specialty pays shall be prorated to the date of regular assignment for such special duty or duties and paid accordingly. The following Special Operation Team Specialty Pays are established:

<u>Type of Special Operation Team</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
<i>Hazardous Materials Team</i>			
Response Team Member	\$1,200	\$1,200	\$1,200
Team Leader	\$ 400	\$ 400	\$ 400
<i>Swift Water Rescue Team</i>			
Scuba Diver	\$1,200	\$1,200	\$1,200
Specialist	\$ 600	\$ 600	\$ 600
Technician	\$ 500	\$ 500	\$ 500
Team Leader	\$ 400	\$ 400	\$ 400
<i>Tactical Rescue Team</i>			
Response Team Member	\$1,200	\$1,200	\$1,200
Team Leader	\$ 400	\$ 400	\$ 400

(c) LEP Specialty Pay: A Limited English Proficiency (LEP) Program overseen by the City's Human Resources Director or his/her designee shall monitor the Department's requirements. All qualifying sworn members who meet the requirements and who are regularly assigned to perform LEP duties shall be paid the following specialty pay in a lump sum in the last payroll in December of each year of such assignment:

	<u>2015</u>	<u>2016</u>	<u>2017</u>
Limited English Proficiency (LEP)	\$400	\$400	\$400

(d) Payment of Specialty Pays/Seat Pays. Unless indicated otherwise, specialty pays and seat pays shall be paid on a bi-weekly basis.

Section V. Recall of Duty Pay and Emergency Duty Pay.

(a) In the event that a sworn member of the South Bend Fire Department is recalled for duty, and he or she reports for duty, he or she shall be paid at the rate of one and one-half (1 ½) times the sworn member's hourly rate of pay and shall be guaranteed a minimum of two (2) hours of work with pay. Any additional fraction of an hour over thirty (30) minutes shall constitute one (1) hour for purposes of this paragraph.

(b) A sworn member of the South bend Fire Department who works emergency duty shall be paid at the rate of one and one-half (1 ½) time the sworn member's hourly rate and shall be guaranteed a minimum of four (4) hours of work or pay.

(c) In the event that a sworn member of the South Bend Fire Department is called to work emergency duty for extra-alarm fires or disasters, seniority provisions will not apply. Recall will be in accordance with procedures outlined in the official orders governing the dispatching of South Bend Fire Department units for extra-alarm fire or disasters. In any emergency where personnel with specialized skills are needed, seniority or procedural terms described in a Collective Bargaining Agreement governing extra-duty or recall are not applicable. The Fire Chief or his or her authorized designee may specify which off-duty personnel with specialized skills, including but not limited to sworn members of the South Bend Fire Department's Hazardous Materials Response Team, Swift Water Rescue Team, Tactical Rescue Team, or with needed medical specialties.

Section VI. Working Out of Classification Pay.

If a sworn member of the South Bend Fire Department is temporarily assigned as a Battalion Chief, Captain, Paramedic or Pump Engineer, that sworn member shall be paid while so performing such duties at the rate of pay for that position, provided that the duty assignment is for a minimum of four (4) consecutive hours as verified by a Working Out of Classification form, as verified by the officer of the rig or the Battalion Chief.

Section VII. Longevity Pay.

(a) The Common Council hereby continues a longevity program for qualifying sworn members of the South Bend Fire Department.

(b) Qualifying sworn members of the South Bend Fire Department holding the rank of First Class Firefighter and above, who are employed by the South Bend Fire Department shall received additional compensation in recognition of the cumulative years of service on the South Bend Fire Department. Such longevity pay shall be paid in a lump sum in the last payroll period in each of the months of December listed below, and shall be attributed to the annual salary base for pension purposes. Longevity pay shall be as follows:

<u>Cumulative Yrs of Service on SBFD</u>	<u>Commencement Date</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
5 to 10 years	Beginning the 6 th year	\$ 250	\$ 250	\$ 250
10-15 years	Beginning the 11 th year	\$ 550	\$ 550	\$ 550
15 to 20 years	Beginning the 16 th year	\$1,350	\$1,550	\$1,750
20 years and above	Beginning the 21 st year	\$2,000	\$2,100	\$2,500

Section VIII. Station Allowance.

The South Bend Common Council shall budget a total monetary amount for a line-item station allowance which incorporates realignment so that the concerns of the smaller and older fire stations will be addressed and that minimum needed purchases can be made with proper approval. The amount per station shall be as follows from this line-item:

<u>Station Number</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
# 1	\$2,850	\$2,850	\$2,850
# 2	\$1,250	\$1,250	\$1,250
# 3	\$1,250	\$1,250	\$1,250
# 4	\$1,250	\$1,250	\$1,250
# 5	\$ 850	\$ 850	\$ 850
# 6	\$1,250	\$1,250	\$1,250
# 7	\$1,250	\$1,250	\$1,250
# 8	\$ 850	\$ 850	\$ 850
# 9	\$ 850	\$ 850	\$ 850
# 10	\$1,250	\$1,250	\$1,250
# 11	\$1,250	\$1,250	\$1,250

Needed station purchases shall be approved by a majority vote of the assigned sworn members at each fire station and shall be submitted by each House Captain for review, approval and purchase by the Fire Chief and the City Controller. Such monies may not be carried over from year to year and must be used by December 31st of each calendar year.

Section IX. Clothing/Uniform Allowance.

(a) Clothing/Uniform Allowance shall be in the following amounts for qualifying sworn members of the South Bend Fire Department:

<u>2015</u>	<u>2016</u>	<u>2017</u>
\$850	\$850	\$850

Clothing/Uniform Allowance shall be paid in four (4) equal payments payable on or about March 15th, June 15th, September 15th and December 15th of each calendar year.

(b) Clothing/Uniform Allowance shall be pro-rated to the date of termination of employment for all qualifying sworn members of the South Bend Fire Department. Clothing/Uniform Allowance shall not be paid during an individual's first year of employment with the Department as a Firefighter Third Class or as a Firefighter Recruit. Clothing/Uniform Allowance shall be pro-rated from a sworn member's first anniversary date until the end of that calendar year.

Section X. Other Monetary Benefits.

(a) Safety Officers. The regularly assigned Safety Officers shall receive, in addition to his or her base salary, the sum of three thousand dollars (\$3,000) in calendar year 2015; 2016; and 2017.

(b) 8-Hour Incentive Pay. An 8-hour Incentive Pay shall continue to be paid to those individuals regularly assigned to work a forty (40) hour work-week [not to include temporary duty assignments (TDY)]. The sum of \$1,154 shall be paid to such qualifying individuals in the following calendar years: 2015, 2016, 2017.

(c) Inspector/Instructor Pay. Those First Class Firefighters who are qualified and regularly assigned [not to include temporary duty assignments (TDY)] as an Inspector/Instructor, shall be provided with duty shirts and a badge, and shall be paid at the non-rank specialty pay as an Inspector or Instructor.

(d) Shift Instructor Pay. Shift Instructors who are qualified and selected to teach on-duty in-house instruction programs for rookie schools, driving, confined space rescue, rope techniques, water safety, watercraft techniques, CPR, and other authorized department instruction, shall be paid at the rate of fifteen dollars (\$15.00) per hour up to a maximum of \$1,500 per year, with any teaching thereafter requiring the approval of the Fire Chief, or his or her designee. (Full-time instructors and company training instructors shall be ineligible for any pay under this paragraph.

(e) Luther J. Taylor, Sr. Fire Safety Training Center 8-Hour Instructor Pay. An 8-hour Instructor Pay shall to be paid to the individual regularly assigned to work a forty (40) hour work-week [not to include temporary duty assignments (TDY)] at the Luther J. Taylor, Sr. Fire Safety Training Center. The sum of three thousand dollars (\$3,000) shall be paid per year in 2015, 2016, and 2017 to the qualifying individual who is regularly assigned to work in this capacity each of those years.

(f) Pay for Other Instructors. Other instructors who are qualified and selected to teach specified on-duty in-house instruction programs for rookie schools, driving, confined space rescue, rope techniques, water safety, watercraft techniques, CPR and other authorized departmental instruction, shall be paid at the rate of fifteen dollars (\$15.00) per hour, upon the approval of the Fire Chief, or his or her designee. Said hourly rate shall be paid over and above the qualifying individual's salary classification and shall be paid in a manner consistent with applicable regulations of the State Board of Accounts. Full-time instructors and company training instructors shall be ineligible for any pay under this paragraph.

(g) Pay for Certified SCBA Repair Specialists. Those sworn members of the South Bend Fire Department who are qualified, certified and regularly assigned by the Fire Chief, or his or her designee to perform self-contained breathing apparatus (SCBA) repairs, shall be paid at the rate of fifteen dollars (\$15.00) per hour up to a maximum of one thousand dollars (\$1,000.00) in any one calendar year.

(h) Critical Duty Day Stipends. In 2015, 2016, and 2017, the Critical Duty Day Stipend shall be set at one-half (1/2) of an eligible sworn member's regular hourly rate plus longevity, but not less than two hundred and four (\$204.00) for the nine (9) Critical Duty Days which are designated each calendar year by the Board of Public Safety. Such stipend may be pro-rated for time actually worked with the eligible sworn member choosing among three (3) options which are further addressed in the governing Collective Bargaining Agreement approved by the Board of Public Safety.

(i) Deferred Compensation. The City of South Bend agrees to continue to maintain the Deferred Compensation Program which became effective on January 1, 1997 for the South Bend Fire Department. This program provides that for the first one hundred dollars (\$100.00) deferred by a sworn member of the Department each calendar year, the City of South Bend will match said amount \$0.50 on the dollar, and for the next three hundred dollars (\$300.00) deferred by a sworn member of the Department each calendar year, the City of South Bend will match said amount, dollar for dollar.

(j) Life Insurance. The City of South Bend shall continue to provide life insurance coverage on all sworn members and upper level policy making positions of the South Bend Fire Department in an amount equal to the amount of the sworn member's base pay or the upper level policy making position's base pay.

(k) Health Insurance. Each active sworn member and upper level policy maker of the of the South Bend Fire Department who has met the eligibility requirements shall have the opportunity to participate in the City's comprehensive major medical insurance program. The contribution of such individuals shall be no greater than the contribution of other City employees receiving the same benefits, and the level of benefits shall be no less than the level for other City employees. The bi-weekly contributions for health insurance coverage for active sworn members and upper level policy makers of the South Bend Fire Department for calendar year 2015 shall be as set forth on the attached Exhibit A, which is incorporated herein by reference.

Fire pensioners who are not members of South Bend Firefighters Association # 362 shall pay an additional fifty dollars (50.00) per month over and above such rates, subject to the obligations of Local # 362 as may be further addressed in an approved Collective Bargaining Agreement between the City of South Bend and Local # 362 which provides that membership shall not be unreasonably withheld. Said agreement shall remain in effect for 2015, 2016, and 2017, unless agreed to by a Letter of Understanding approved by the Board of Public Safety.

(l) Program Coordinators. Any appointed Program Coordinator shall receive in addition to his or her annual base salary, a maximum sum of three thousand dollars (\$3,000.00) each year that he/she serves in that capacity in 2015, 2016, and 2017.

Section XI. Education Tuition Reimbursement Program.

(a) The South Bend Common Council agrees to continue the Education Tuition Reimbursement Program which originally began on January 1, 2005, for calendar years 2015, 2016, and 2017. Qualifying sworn members of the South Bend Fire Department participating in the education Tuition Reimbursement Program shall be entitled to the following maximum dollar amounts for course tuition and other expenses related thereto:

<u>Course Grade Earned</u>	<u>Maximum Amount To be Reimbursed by the City</u>
A	100% of tuition costs and other expenses directly related to said costs up to a maximum of \$1,250
B	100% of tuition costs and other expenses directly Related to said costs up to a maximum of \$900

(b) Education tuition reimbursement shall be on a "first come, first serve basis", subject to the maximum dollar amount budgeted by the South Bend Common Council for said program in each of the calendar years 2015, 2016, and 2017. All Fire Department regulations governing such program must be complied with by qualifying sworn members of the South Bend Fire Department in order for an individual to be eligible to be paid under this program.

Section XII. Severability.

If any part, section, subsection, paragraph, sentence, clause or phrase of this ordinance is for any reason declared to be unconstitutional or otherwise invalid, such decision shall not affect the validity of the remaining portions of this ordinance.

Section XIII. Effective Date.

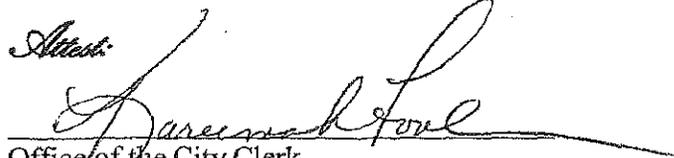
This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.



Derek D. Dieter, Council Member at Large
City Advisory Negotiating Team Member



Gavin Ferlic, Council Member at Large
City Advisory Negotiating Team Member

Attest:

Office of the City Clerk

Presented by me to Pete Buttigieg, Mayor of the City of South Bend, Indiana, on the
28th day of October, 2014, at 1:30 o'clock p. m


Janice Talboom, Deputy Clerk
Office of the City Clerk

Approved and Signed by me to Pete Buttigieg, Mayor of the City of South Bend,
Indiana, on the 28th day of October, 2014, at 1:30 o'clock p. m


Pete Buttigieg, Mayor
City of South Bend, Indiana

1st READING 9-22-14
PUBLIC HEARING 10-27-14 as substituted
3rd READING 10-27-14 as substituted
NOT APPROVED
REFERRED
PASSED 10-27-14 as substituted

Filed in Clerk's Office
OCT 27 2014
JOHN VOORDE
CITY CLERK, SOUTH BEND, IN



Common Council

City of South Bend Indiana
Tim Scott, Common Council President
4th Floor County-City Building
227 West Jefferson Boulevard
South Bend, Indiana 46601
(574) 235-9173 Facsimile

(574) 235-9321

(574)235-5567 TTY/TDD

September 16, 2015

The South Bend Common Council
4th Floor County-City Building
South Bend, Indiana 46601

Re: Re-Affirmation of the Annual Pay and Monetary Fringe Benefits for the South Bend Fire Department

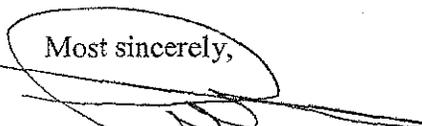
Dear Council Members:

On October 27, 2014, the South Bend Common Council passed Ordinance No. 10333-14, which established the annual pay and monetary fringe benefits for all sworn members of the South Bend Fire Department for calendar years 2015, 2016 and 2017. This action followed successful labor negotiations between the City Advisory Negotiating Team which included Council Members Derek D. Dieter and Gavin Ferlic, members from the Fire Department and City Administration working with our Agents who negotiated with the Fire Union Negotiating Team and their Agent.

As noted at the September 8, 2015 Personnel and Finance Committee when the South Bend Fire Department budget for calendar year 2016 was presented, all annual pay amounts and monetary fringe benefits set forth in their proposed budget reflect the exact amounts originally established in Ordinance No. 10333-14. The attached ordinance re-affirms all of those monetary amounts and programs for the 2016 calendar year, which were originally part of the ratified 3-year agreement.

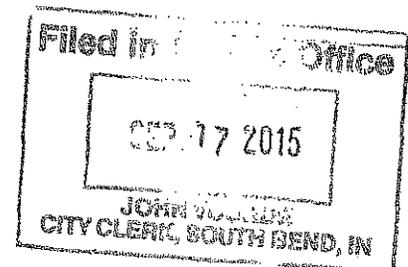
I recommend that the proposed ordinance be referred to the Personnel and Finance Committee for review and recommendation and be set for 2nd & 3rd readings and public hearing at the October 12th Common Council meeting. Thank you.

Most sincerely,


Tim Scott, Council President

Attachment

cc: Fire Chief Steve Cox
Tim Curran, Fire Union Agent
Kathleen Cekanski Farrand, Council Agent



56-15
Council

ORDINANCE NO. 10380-15

BILL NO. 5615

AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF
SOUTH BEND, INDIANA, SETTING THE ANNUAL SALARY FOR THE COMMON
COUNCIL MEMBERS FOR CALENDAR YEAR 2016

STATEMENT OF PURPOSE AND INTENT

The South Bend Common Council is required to fix the annual compensation of elected city officers. *Indiana Code* § 36-4-7-2 authorizes the legislative body to carry out these responsibilities.

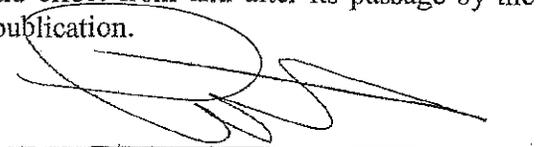
This ordinance proposes a two percent (2 %) maximum increase for calendar year 2016 for the nine-member Common Council.

Now, Therefore, be it ordained by the Common Council of the City of South Bend, Indiana, as follows:

Section I. The maximum salaries for the members of the South Bend Common Council for the 2016 calendar years shall be established as follows:

<u>2015</u>	<u>2016</u>
\$18,291	\$ 18,658

Section II. This ordinance shall be in full force and effect from and after its passage by the Common Council, approval by the Mayor and legal publication.



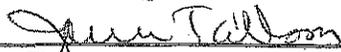
Tim Scott, Council President
South Bend Common Council

Attest:



John Voorde, City Clerk

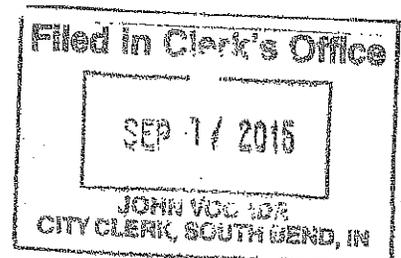
*Presented by me to the Mayor of the City of South Bend, Indiana, on the 13th
day of October, 2015 at 2:55 o'clock p. m*


Janice Tappoom, Deputy City Clerk

*Approved and signed by me to the Mayor of the City of South Bend, Indiana, on
the 13th day of October, 2015 at 4:30 o'clock p. M*


Pete Buttigieg, Mayor
City of South Bend, Indiana

1st READING 9-28-15
PUBLIC HEARING 10-12-15
3rd READING 10-12-15
NOT APPROVED
REFERRED
PASSED 10-12-15





Common Council
City of South Bend Indiana
Tim Scott, Common Council President
4th Floor County-City Building
227 West Jefferson Boulevard
South Bend, Indiana 46601
(574) 235-9173 Facsimile

(574) 235-9321

(574)235-5567 TTY/TDD

September 16, 2015

The South Bend Common Council
4th Floor County-City Building
South Bend, Indiana 46601

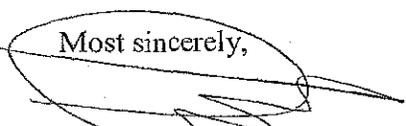
Re: Proposed 2016 Council Member Salary Ordinance

Dear Council Members:

On September 9, 2015, I presented the proposed Common Council budget for the 2016 calendar year before the Personnel and Finance Committee. I noted at that time, that the proposed budget included a salary increase for members of the Common Council of 2% which would be an increase of \$367 over the current salary.

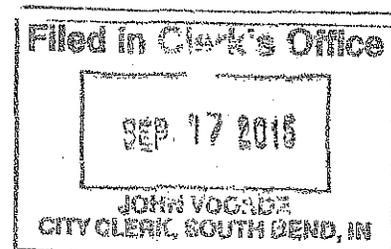
I recommend that the proposed ordinance be referred to the Personnel and Finance Committee for review and recommendation and be set for 2nd & 3rd readings and public hearing at the October 12th Common Council meeting. Thank you.

Most sincerely,


Tim Scott, Council President
South Bend Common Council

Attachment

cc: Office of the City Clerk



57-15
CITY CLERK

ORDINANCE NO. 60381-15

BILL NO. 57-15

AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND, INDIANA, SETTING THE ANNUAL SALARY FOR THE SOUTH BEND CITY CLERK FOR CALENDAR YEAR 2016

STATEMENT OF PURPOSE AND INTENT

The City Clerk serves as the Clerk of the Common Council pursuant to *Indiana Code* § 36-4-6-9 and is required to maintain custody of the Council's records. The City Clerk is also charged with keeping the City Seal, administering official oaths, attending all regular and special meetings of the Common Council, and performing other duties as may be required by the Common Council.

Indiana Code § 36-4-11-4 authorizes the City Clerk to appoint the "number of deputies and employees authorized by the city legislative body", which are established by a separate ordinance. The City Clerk currently manages a staff of four (4) employees, which includes overseeing the Ordinance Violations Bureau.

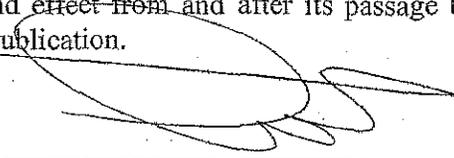
The South Bend Common Council is required to fix the annual compensation of all elected city officers pursuant to *Indiana Code* § 36-4-7-2. This ordinance proposes a two percent (2 %) maximum increase for calendar year 2016 for the City Clerk.

Now, Therefore, be it ordained by the Common Council of the City of South Bend, Indiana, as follows:

Section I. The maximum salary for the City Clerk for the 2016 calendar years shall be established as follows:

<u>2015</u>	<u>2016</u>
\$58,300	\$ 59,466

Section II. This ordinance shall be in full force and effect from and after its passage by the Common Council, approval by the Mayor and legal publication.



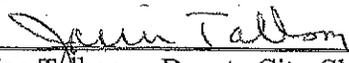
Tim Scott, Council President
South Bend Common Council

2016 South Bend City Clerk Salary Ordinance
Page 2

Attest:

John Voorde, City Clerk

*Presented by me to the Mayor of the City of South Bend, Indiana, on the 13th
day of October, 2015 at 2:50 o'clock p. m*


Janice Talboom, Deputy City Clerk

*Approved and signed by me to the Mayor of the City of South Bend, Indiana, on
the 13th day of October, 2015 at 4:30 o'clock p. M*


Pete Buttigieg, Mayor
City of South Bend, Indiana

1st READING 9-28-15
PUBLIC HEARING 10-12-15
3rd READING 10-12-15
NOT APPROVED
REFERRED
PASSED 10-12-15

Filed in Clerk's Office
SEP 17 2016
JOHN VOORDE
CITY CLERK, SOUTH BEND, IN



Office of the City Clerk

JOHN VOORDE, CITY CLERK

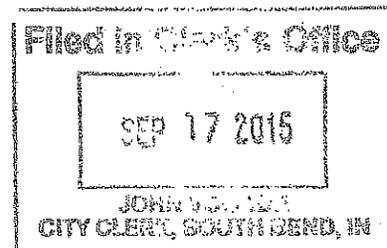
September 16, 2015

Councilmembers;

Submitted for your consideration is the ordinance that sets the salary for South Bend City Clerk for the 2016 Calendar year. The amount requested mirrors the 2% raise granted for other city employees. Your favorable approval is hereby requested.

Respectfully,

John Voorde, South Bend City Clerk



455 County-City Building • 227 W. Jefferson Blvd • South Bend, Indiana 46601 • 574/235-9221 • Fax 574235-9173

KAREEMAH FOWLER
CHIEF DEPUTY

JANICE TALBLOOM
DEPUTY

EMILY SEXTON
ORDINANCE VIOLATION CLERK

#58-15
motion

BILL NO. 58-15

ORDINANCE NO. 10382-15

**AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND,
INDIANA, SETTING THE ANNUAL SALARY FOR THE MAYOR
FOR CALENDAR YEAR 2016**

STATEMENT OF PURPOSE AND INTENT

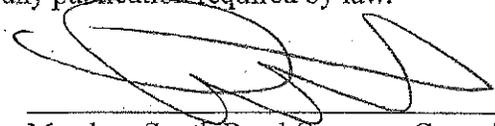
Pursuant to Indiana Code 36-4-7-2, the City's legislative body is required to fix the annual compensation of all elected officers. Such compensation may "not be changed in the year for which it is fixed, nor may it be reduced below the amount fixed for the previous year."

The following Ordinance establishes the annual compensation for Mayor of the City of South Bend in calendar year 2016.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF SOUTH BEND, INDIANA, as follows:

Section I. The annual compensation for the Mayor of the City of South Bend in calendar year 2016 shall be and hereby is established at \$104,489.00.

Section II. This Ordinance shall be in full force and effect from and after its passage by the Common Council, approval by the Mayor and any publication required by law.

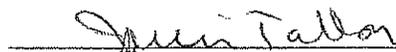


Member, South Bend Common Council

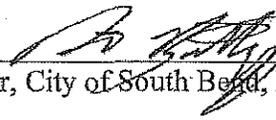
Attest:


City Clerk

Presented by me to the Mayor of the City of South Bend, Indiana on the 13th
day of October, 2015, at 2:35 o'clock p. m.


Deputy City Clerk

Approved and signed by me on the 13th day of October,
2015, at 4:30 o'clock p.m.



Mayor, City of South Bend, Indiana

1st READING 9-4-15
PUBLIC HEARING 10-12-15
3rd READING 10-12-15
NOT APPROVED
REFERRED
PASSED 10-12-15

Filed in Clerk's Office
SEP 22 2015
JOHN VOONIK
CITY CLERK, SOUTH BEND, IN

1200N COUNTY-CITY BUILDING
227 W. JEFFERSON BLVD.
SOUTH BEND, INDIANA 46601-1830



PHONE 574/ 235-7678
FAX 574/ 235-9928

CITY OF SOUTH BEND PETE BUTTIGIEG, MAYOR
DEPARTMENT OF ADMINISTRATION AND FINANCE

September 16, 2015

Mr. Tim Scott
President, South Bend Common Council
4th Floor, County-City Building
South Bend, IN 46601

Re: Ordinance Setting the Mayor's Salary For 2016

Dear President Scott:

Attached is the 2016 salary ordinance setting the Mayor's salary. Under Indiana law, I.C. 36-4-7-2(c); the Mayor's salary may not be reduced from the prior year's amount. This ordinance increases the Mayor's 2016 salary by 2% over his 2015 salary which is the same as the proposed increase for other employees.

I will present this Ordinance at the Council's Personnel & Finance Committee meeting and at the public hearing. If you have any further questions or need additional information, please let me know.

Thank you for your consideration.

Sincerely,

John H. Murphy
City Controller

